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PERSONNEL QUESTIONS

Composition of the Secretariat

Report of the Secretary-General

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* A/46/150.

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I. INTRODUCTION

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with a number of resolutions of the General Assembly, the most recent of which are resolutions 43/224 A of 21 December 1988, 44/185 A of 19 December 1989 and 45/239 A of 21 December 1990. The purpose of the report is to facilitate an assessment of the distribution of the staff of the United Nations Secretariat by nationality, sex, grade and type of appointment, in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly.

2. This report contains information on the staff as of 30 June 1991, as compared with previous years. This information can be found mainly in the statistical tables inserted throughout the report, as well as in those contained in annex I to the report. In addition, detailed information on the staff can be found in the List of Staff of the United Nations Secretariat (A/C.5/46/L.2). Information concerning women at the United Nations can also be found in the current report of the Secretary-General on the improvement of the status of women at the United Nations Secretariat (A/46/377). A number of statistical tables contained in the present report are also reproduced in that report to facilitate the consideration of the question of women on the basis of a single comprehensive report in accordance with the views of Member States as expressed during the deliberations on the subject in the Third and Fifth Committees.

II. COMPOSITION OF THE SECRETARIAT

A. Staff of the United Nations

3. The power of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which reads:

> "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly".

4. Aside from the power of appointment of the Secretary-General, a number of United Nations subsidiary organs enjoy a special status granted by the General Assembly concerning the appointment of their staff. These subsidiary organs are the United Nations Development Programme (UNDP); the Office of the United Nations High Commissioner for Refugees (UNHCR); the United Nations Children's Fund (UNICEF); the United Nations Institute for Training and Research (UNITAR); the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); the International Trade Centre (ITC); the secretariat of the International Civil Service Commission (ICSC); the United Nations University (UNU); and the Registry of the International Court of Justice (ICJ).

Total staff of the United Nations

5. The total number of staff of the United Nations is 29,246, of whom 13,973 are assigned to the Secretariat of the United Nations and 15,273 to the secretariats of United Nations subsidiary organs (see para. above). As regards the funding, 10,248 staff occupy posts financed from the regular budget and 18,998 staff are in posts financed from extrabudgetary sources. Further details about the composition of the staff, source of funds, category and related information, can be found in table A below. These data are also illustrated in figures 1 to 3.

TABLE A

Staff of the United Nations Secretariat and of the secretariats of other United Nations organs by category and source of funds as at 30 June 1991

Organization	Regular budget				Extrabudgetary sources				Grand Total
	Professional and above	Project personnel	General Service and others	Total	Professional and above	Project personnel	General Service and others	Total	
United Nations Secretariat	3 338	166	6 121	9 625	472	933	2 943	4 348	13 973
UNDP	-	-	-	-	703 a/	1 064 b/	5 772 c/	7 539	7 539
UNHCR	91	10	174	275	421	207	1 266	1 894	2 169
UNICEF	-	-	-	-	1 165 d/	560	3 120	4 845	4 845
UNITAR	-	-	-	-	10	1	10	21	21
UNRWA e/	120	-	9	129	-	-	-	-	129
ITC f/	53	2	74	129	21	100	130	251	380
ICSC	18	-	25	43	-	-	-	-	43
ICJ	19	-	28	47	-	-	-	-	47
UNU	-	-	-	-	23	13	64	100	100
Total	3 639	178	6 431	10 248	2 815	2 878	13 305	18 998	29 246

a/ Includes only UNDP core budget.

b/ Includes all UNDP other funds (UNFPA, OPE, JPO's, UNV, UNSO, UNRFNRE, UNCDF, FSSTD, IAPSU, project personnel).

c/ Includes National Officers, Field Service level.

d/ Includes National Officers.

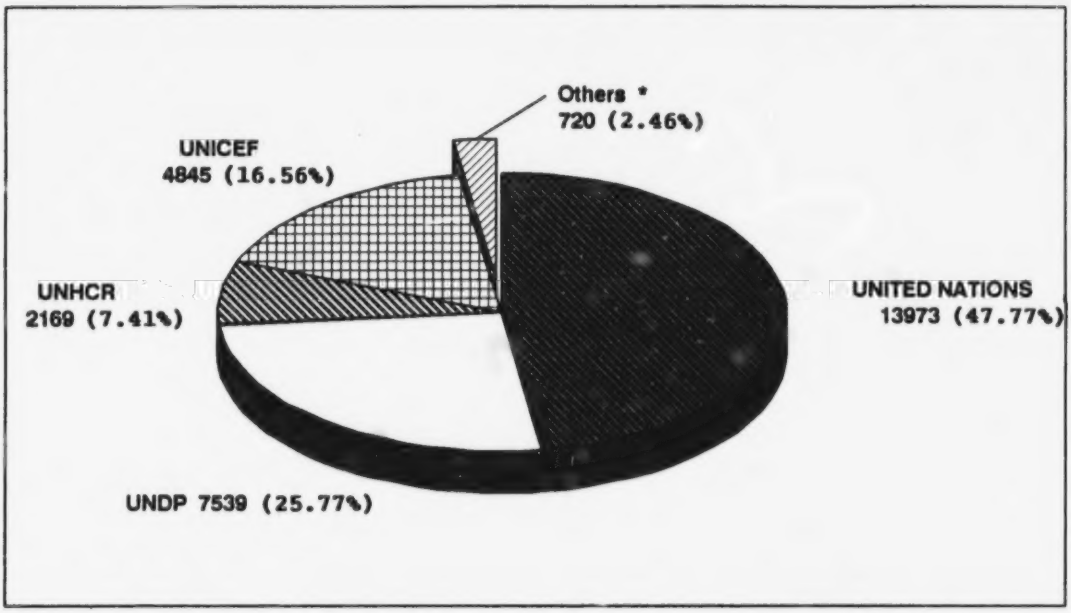
e/ UNRWA has also 18,101 (36.4 per cent women) area personnel.

f/ A number of posts in the International Trade Centre (ITC) are financed jointly by the United Nations from the regular budget and by the General Agreement on TAriffs and Trade (GATT).

Figure 1

Staff of the United Nations Secretariat and subsidiary organs

(29,246 staff)

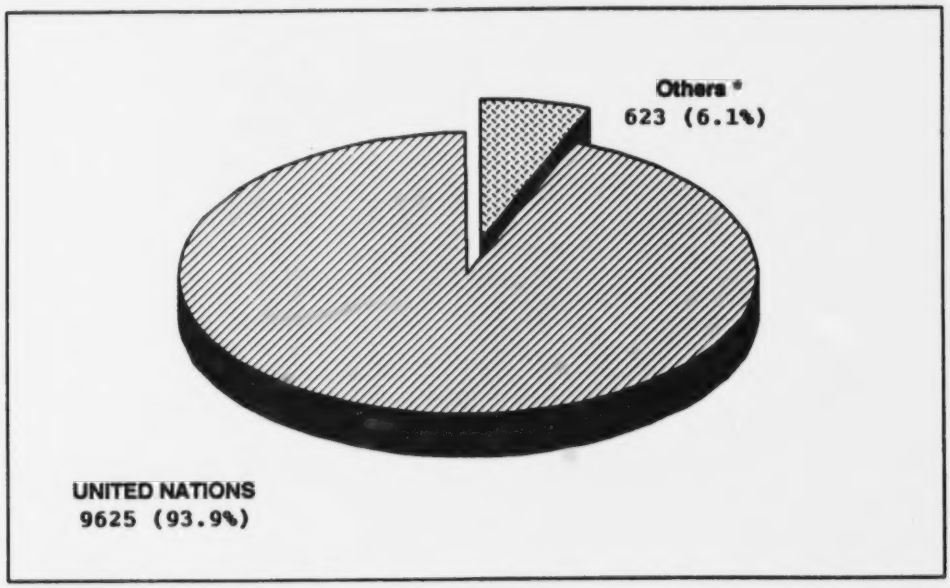


* The others include ICJ, 47; ICSC, 43; ITC, 380; UNITAR, 21; UNRWA, 129; and UNU, 100.

Figure 2

Distribution of staff in posts financed from the regular budget

(10,248 staff)

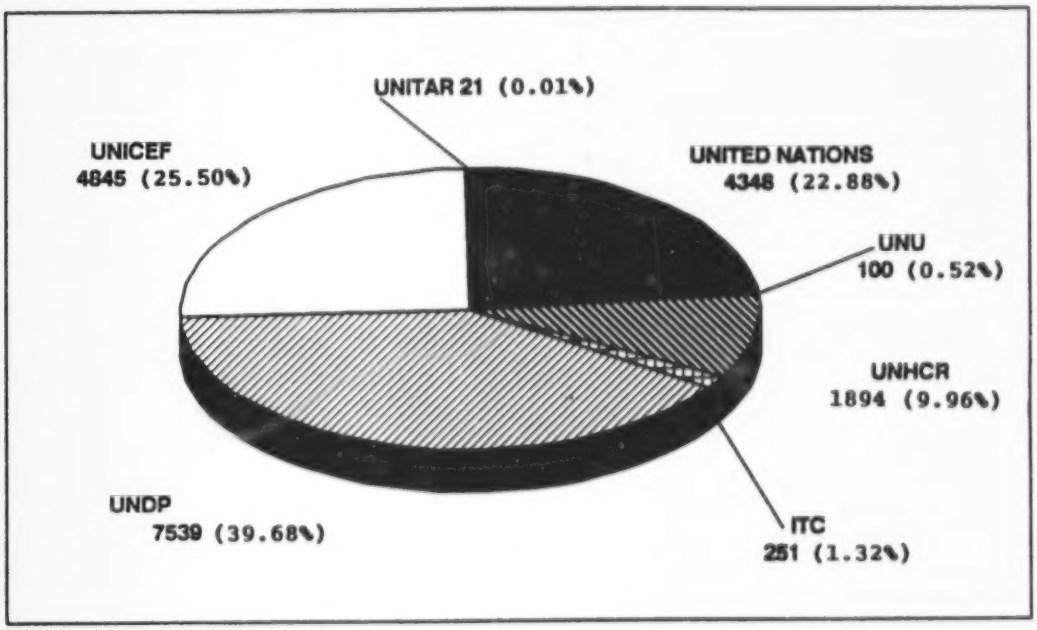


* The others include ICJ, 47; ICSC, 43; ITC, 129; UNHCR, 275; and UNRWA, 129.

Figure 3

Distribution of staff in posts financed from extrabudgetary sources

(18,998 staff)



Principles governing the recruitment and employment of staff

6. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter. This Article reads:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

7. These principles apply to all the staff of the United Nations, including the staff of the secretariats of United Nations subsidiary organs with a special status in matters of appointment (see para. 4 above).

B. Posts subject to geographical distribution

8. A particular group of staff of the United Nations Secretariat are covered by a system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State. This system has been established by the General Assembly on the basis of three factors: membership, contribution and population. The staff concerned are referred to as "staff in posts subject to geographical distribution". The special characteristic of this group of staff, who currently number 2,600, is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above.

Staff excluded from geographical distribution

9. There are a number of staff members who are excluded from geographical distribution. The largest group is composed of staff who do not serve in the United Nations Secretariat but in the secretariats of United Nations subsidiary organs with special status in matters of appointment (see para. 4 above).

10. Within the Secretariat, the largest groups excluded are staff in posts with special language requirements and staff in the Field Service and the General Service and related categories, namely, Trades and Crafts, Security and Safety and Public Information Assistants. Other groups consist of staff specifically appointed for mission service; staff appointed for service limited to the United Nations Environment Programme (UNEP) or to the United Nations Centre on Human Settlements (UNCHS); staff appointed after inter-agency consultation to posts financed on an inter-agency basis; technical cooperation project personnel; and National Officers serving at United Nations Information Centres.

11. Also excluded are staff with appointments for less than one year; staff on special leave without pay; staff on secondment to other agencies; and staff members who are permanent residents in the country of their duty station.

Information on the numbers of these groups of staff can be found in table 1 in annex I.

12. It is important to note that the source of financing of a post (regular budget or extrabudgetary funds) does not of itself determine whether a post is subject to geographical distribution. Whereas many regular-budget posts are excluded from geographical distribution (such as language posts and others), extrabudgetary posts are subject to geographical distribution unless expressly excluded for the reasons given in paragraphs 9 to 11 above.

13. Additional information on the application of the principle of equitable geographical distribution can be found in the report of the Secretary-General on options for desirable ranges.

C. Representation of Member States

14. The representation of Member States is assessed in conformity with the system of desirable ranges (see annex I, table 4). Member States fall into four categories, resulting from the comparison of their ranges with the number of their nationals in posts subject to geographical distribution. These categories are: unrepresented; underrepresented; within-range; and overrepresented. 1/

15. On 30 June 1991, there were 9 unrepresented Member States, as compared with 11 on 1 July 1990, the beginning of the reporting year. Djibouti, Dominica and Mozambique, which were unrepresented, are now underrepresented. A newly admitted Member State, Liechtenstein, is unrepresented. The Member States unrepresented on 30 June 1991 accordingly were: Albania, Bahrain, Brunei Darussalam, Kuwait, Liechtenstein, Maldives, Sao Tome and Principe, Solomon Islands and Vanuatu.

16. On 30 June 1991, there were 24 underrepresented Member States, as compared with 19 on 1 July 1990. They were: Angola, the Bahamas, Botswana, Cape Verde, Djibouti, Dominica, Germany, Guinea-Bissau, Indonesia, Italy, Japan, the Lao People's Democratic Republic, Mongolia, Mozambique, Paraguay, Portugal, Qatar, Romania, Saint Kitts and Nevis, Saint Vincent and the Grenadines, Saudi Arabia, Spain, the United Arab Emirates and Viet Nam. China, which was underrepresented, is now within range. Botswana, Saint Kitts and Nevis and Spain, which were within range, are now underrepresented. On 1 July 1990, the Federal Republic of Germany was within range and the German Democratic Republic was underrepresented. On 3 October 1990, the accession of the German Democratic Republic to the Federal Republic of Germany took place. Germany is currently underrepresented.

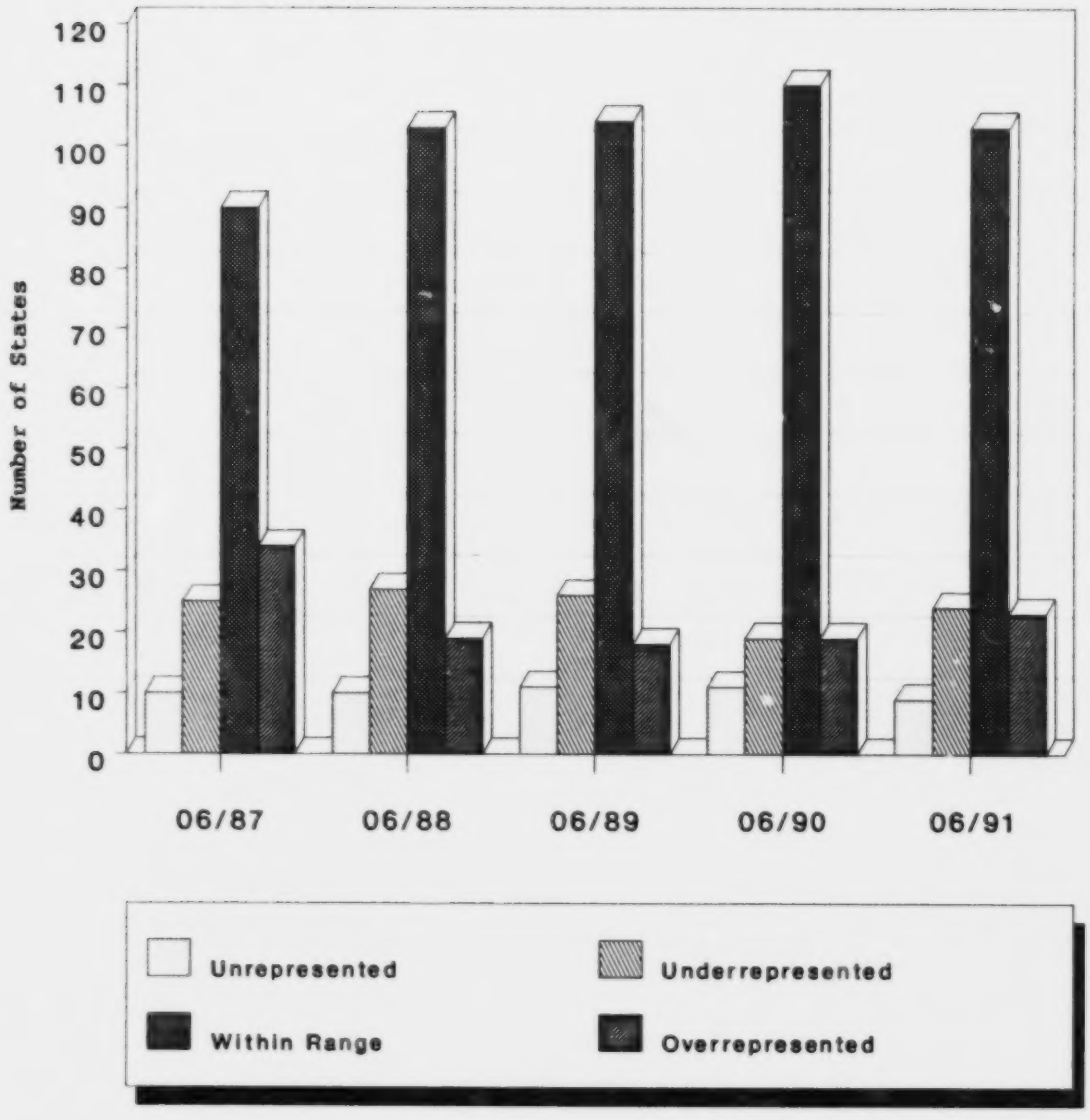
17. The changes in the representation of Member States may result not only from the appointments and separations from service of staff but also from such other factors as the adjustments of the desirable ranges resulting from an increase or decrease in the number of posts subject to geographical distribution and from variations in the assessed contribution of individual

Member States or in their population, as well as from changes in the status of some staff members (consequent upon such actions as movements between geographic and non-geographic posts, departures on secondment or special leave without pay, returns from secondment or special leave and changes of nationality).

18. The evolution in the comparative representation of Member States in geographic posts over the period from 30 June 1987 to 30 June 1991 is illustrated in figure 4 below.

Figure 4

Representation of Member States



D. Groupings of Member States

19. In resolution 45/239 A, the General Assembly recognized that matters related to the representation of Member States in the Secretariat were dealt with on a country basis and requested the Secretary-General to include in future reports on the composition of the Secretariat statistical tables broken down by the current groupings of Member States as well as tables in alphabetical order and to continue to produce tables showing the representation of developing and other countries in posts subject to geographical distribution.

20. In conformity with the Assembly's request, the tables contained in annex I to the report are arranged first by country, in alphabetical order, and then by major geographical region. The composition of each region is shown in section A of annex II to the present report. Table B below shows the number of Member States in each geographical region arranged by degree of representation during the period 1987-1991.

21. Information concerning the representation of developing and other countries is shown in table C below, which shows the situation each year during the five-year period 1987-1991. In accordance with past practice, ad hoc desirable ranges for developing countries and other countries have been established by totalling the desirable ranges of all countries in each group.

22. The first column of table C indicates the group and the second the year. The third and fourth columns show the combined desirable ranges and midpoint for each group. The fifth column shows the percentage of posts corresponding to the midpoint of each group. The remaining columns show the actual numbers and the percentage of posts encumbered by nationals of countries members of the group at various levels: all staff in the Professional category and above, staff at the D-1 level and above, staff at the D-2 level and above and staff at the ASG level and above. In estimating the representation of each group, due account is taken of the actual percentage of posts encumbered by nationals of countries in the group as compared with the percentage established by reference to the midpoint of the group's ad hoc desirable range.

23. In view of the concerns of the General Assembly relating to the representation of women in senior posts, attention is also drawn to the figures between parentheses, which show the situation of women.

TABLE B

Number of Member States by region and degree of representation in the Secretariat as at 30 June 1987, 1988, 1989, 1990 and 1991

Region	Year	Member States	Unrepresented	Under-represented	Within range	Over-represented
Africa	1987	51	3	6	28	14
	1988	51	2	6	36	7
	1989	51	3	5	37	6
	1990	52	3	3	39	7
	1991	52	1	6	36	9
Asia and the Pacific	1987	27	4	4	10	9
	1988	27	4	4	14	5
	1989	27	4	7	12	4
	1990	27	4	6	13	4
	1991	27	4	5	12	6
Europe (Eastern)	1987	11	1	2	8	0
	1988	11	1	2	8	0
	1989	11	1	2	8	0
	1990	11	1	2	8	0
	1991	10	1	1	8	0
Europe (Western)	1987	18	0	5	11	2
	1988	18	0	6	11	1
	1989	18	0	4	13	1
	1990	18	0	2	16	0
	1991	19	1	4	14	0
Latin America	1987	21	0	2	16	3
	1988	21	0	4	14	3
	1989	21	0	3	15	3
	1990	21	0	1	17	3
	1991	21	0	1	17	3
Middle East	1987	17	2	3	9	3
	1988	17	2	3	11	1
	1989	17	2	3	10	2
	1990	16	2	3	9	2
	1991	16	2	3	9	2
North America and the Caribbean	1987	14	0	3	8	3
	1988	14	1	2	9	2
	1989	14	1	2	9	2
	1990	14	1	2	8	3
	1991	14	0	4	7	3
Others	1987	3 a/				
	1988	2 a/				
	1989	2 a/				
	1990	2 a/				
	1991	2 a/				
Total	1987	159 (100%)	10 (6.3%)	25 (15.7%)	90 (56.6%)	34 (21.4%)
	1988	159 (100%)	10 (6.3%)	27 (17.0%)	103 (64.8%)	19 (11.9%)
	1989	159 (100%)	11 (6.9%)	26 (16.4%)	104 (65.4%)	18 (11.3%)
	1990	159 (100%)	11 (6.9%)	19 (11.9%)	110 (69.2%)	19 (11.9%)
	1991	159 (100%)	9 (5.6%)	24 (15.1%)	103 (64.8%)	23 (14.5%)

a/ Non-member States.

TABLE C

Distribution of staff in posts subject to geographical distribution among developing and other countries from 1987-1991 (showing number of women)

Group	Year	Combined Desirable Ranges	Group midpoint	Per-cent-age	Number of staff	Percentage	Number at D-1 and above	Per-cent-age	Number at D-2 and above	Per-cent-age	Number at ASG and above	Per-cent-age
Developing	1987	923-1 248	1085.6	40.2	1 108 (246)	43.2 (37.4)	170 (6)	47.6	60 (2)	45.8	24 (1)	50.0
Countries	1988	941-1 272	1106.5	40.6	1 090 (247)	43.7 (37.7)	164 (5)	46.7	64 (3)	48.1	22 (1)	48.9
	1989	945-1 279	1111.9	41.2	1 096 (255)	43.8 (37.9)	172 (4)	48.0	58 (2)	46.0	20 (0)	48.8
	1990	945-1 279	1112.0	41.2	1 128 (277)	44.4 (38.5)	174 (4)	48.6	53 (2)	43.1	21 (0)	47.7
	1991	945-1 278	1111.4	41.2	1 160 (298)	45.0 (39.5)	181 (8)	48.8	57 (3)	44.2	21 (0)	47.7
Other	1987	1 372-1 856	1614.2	59.8	1 459 (412)	56.8 (62.6)	187 (24)	52.4	71 (4)	54.2	24 (3)	50.0
Countries	1988	1 354-1 832	1593.4	59.4	1 406 (408)	56.3 (62.3)	187 (22)	53.3	69 (4)	51.9	23 (2)	51.1
	1989	1 350-1 826	1588.0	58.8	1 405 (417)	56.2 (62.1)	186 (20)	52.0	68 (7)	54.0	21 (2)	51.2
	1990	1 350-1 826	1588.0	58.8	1 414 (443)	55.6 (61.5)	184 (22)	51.4	70 (8)	56.9	23 (2)	52.3
	1991	1 350-1 827	1588.6	58.8	1 420 (456)	55.0 (60.5)	190 (24)	51.2	72 (9)	55.8	23 (2)	52.3
TOTAL	1987	2 295-3 105	2699.8	100.0	2 567 (658)	100.0 (100.0)	357 (30)	100.0	131 (6)	100.0	48 (4)	100.0
	1988	2 295-3 105	2699.9	100.0	2 496 (655)	100.0 (100.0)	351 (27)	100.0	133 (7)	100.0	45 (3)	100.0
	1989	2 295-3 105	2699.9	100.0	2 501 (672)	100.0 (100.0)	358 (24)	100.0	126 (9)	100.0	41 (2)	100.0
	1990	2 295-3 105	2700.0	100.0	2 542 (720)	100.0 (100.0)	358 (26)	100.0	123 (10)	100.0	44 (2)	100.0
	1991	2 295-3 105	2700.0	100.0	2 580 (754)	100.0 (100.0)	371 (32)	100.0	129 (12)	100.0	44 (2)	100.0

E. Staff at the senior levels - Principal Officer (D-1) and above

Representation of developing and other countries

24. In resolution 45/239 A, the General Assembly requested the Secretary-General to take every available measure to ensure, at the senior and policy formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to include relevant information in future reports on the composition of the Secretariat.

25. The action taken by the Secretary-General in this regard during the period 1987-1991 is reflected in table C above. The representation of developing countries and other countries at the senior and policy-making levels is shown in several columns on the righthand side of the table. More detailed information on the representation of Member States at these and other levels can be found in table 4 in annex I to this report.

Representation in the upper echelons - Assistant Secretary-General, Under-Secretary-General and Director-General

26. In resolution 45/239 A, the General Assembly requested the Secretary-General, in order to preserve the principles of equitable geographical distribution and rotation in the upper echelons of the Secretariat - Assistant Secretary-General, Under-Secretary-General and Director-General - to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons.

27. During the period under review, six changes have taken place in the upper echelons of the Secretariat. Nationals of China, Ghana, Haiti, Peru, Senegal, and Sierra Leone were appointed or reassigned to positions previously encumbered by nationals of, respectively China, Argentina, Peru, Sierra Leone, Ghana and Somalia. A national of India was appointed to a newly created temporary position.

F. Representation of women

28. At its forty-fifth session, the General Assembly adopted two resolutions on the improvement of the status of women in the Secretariat: resolutions 45/125 of 14 December 1990 and 45/239 C of 21 December 1990. Resolution 45/125 was adopted on the report of the Third Committee and 45/239 C on the report of the Fifth Committee.

29. In resolution 45/239 C, the General Assembly urged the Secretary-General to continue his efforts to increase the number of women in posts subject to geographical distribution, in particular in senior policy-level and decision-making posts, in order to achieve an overall participation rate of

30 per cent by the end of 1990 and, to the extent possible to 35 per cent by 1995, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity with full respect for the principle of equitable geographical distribution.

30. In the same resolution, the General Assembly also urged the Secretary-General, all things being equal and to the extent possible, to accord priority to the participation of women at the D-1 level and above, with a view to increasing the participation rate of women in posts at the D-1 level and above to 25 per cent of the total within the overall participation rate of women in 35 per cent of posts subject to geographical distribution by 1995.

31. Also in the same resolution, the General Assembly reiterated its request that the Secretary-General make every effort to increase the representation of women from developing countries, in particular at the D-1 level and above.

32. Resolution 45/125 contains analogous provisions. In particular, in paragraph 1 of the resolution, the General Assembly urged the Secretary-General to continue, in accordance with the Charter of the United Nations, all possible efforts to increase the number of women employed throughout the United Nations system, particularly in senior policy-level and decision-making posts, and particularly from the developing countries in view of the small proportion of women from those countries in such posts, in order to achieve an overall participation rate of 30 per cent by the end of 1990 and 35 per cent by 1995, with due regard to equitable geographical distribution, in accordance with the report of the Secretary-General of 8 November 1985 (A/C.5/40/30), all relevant subsequent resolutions and the proposed medium-term plan for the period 1992-1997. 2/

33. The efforts to meet the requests of the General Assembly concerning women continue. As at 30 June 1991, the number of women in geographic posts was 759, or 29.2 per cent. Table 3 A of annex I shows the distribution of men and women by region and level.

34. The evolution of the proportion of women in geographic posts between 30 June 1987, when it was 25.67 per cent, and 30 June 1991 is shown in table D below. This table also shows women staff for each region as percentages of all staff (table D1) and as percentages of women staff only (table D2). These data are also illustrated in figures 5 and 6 below.

TABLE D1

Women in posts subject to geographical distribution
as a percentage of all staff as of 30 June 1987
through 30 June 1991

(by region of origin)

Year	1987	1988	1989	1990	1991
REGION					
Africa	1.89	2.02	2.06	2.50	2.78
Asia and the Pacific	5.09	5.23	5.27	5.46	5.65
Europe (Eastern)	0.54	0.56	0.79	0.94	1.00
Europe (Western)	6.48	6.90	7.06	7.65	7.46
Latin America	2.27	2.26	2.62	2.73	2.85
Middle East	0.85	0.83	0.87	0.94	1.04
North America and the Caribbean	8.25	8.17	8.01	7.88	8.23
Others	0.31	0.32	0.24	0.20	0.19
TOTAL	25.67	26.30	26.91	28.30	29.19
Increase (decrease) (Percentage points)	1.00	0.63	0.61	1.39	0.89

TOTAL STAFF: 2 600 TOTAL WOMEN STAFF: 759

TABLE D2

Women in posts subject to geographical distribution as of 30 June 1987 through 30 June 1991 as a percentage of women staff only

(by region of origin)

Year	1987	1988	1989	1990	1991
REGION					
Africa	7.36	7.69	7.66	8.83	9.49
Asia and the Pacific	19.82	19.91	19.59	19.31	19.37
Europe (Eastern)	2.10	2.11	2.94	3.31	3.42
Europe (Western)	25.23	26.24	26.22	27.03	25.56
Latin America	8.86	8.60	9.72	9.66	9.75
Middle East	3.30	3.17	3.24	3.31	3.56
North America and the Caribbean	32.13	31.07	29.75	27.86	28.19
Others	1.20	1.21	0.88	0.69	0.66
TOTAL	100.00	100.00	100.00	100.00	100.00
TOTAL WOMEN STAFF:	666	663	679	725	759

Figure 5

Women in posts subject to geographical distribution
as a percentage of all staff by region and year

(June 1987-June 1991)

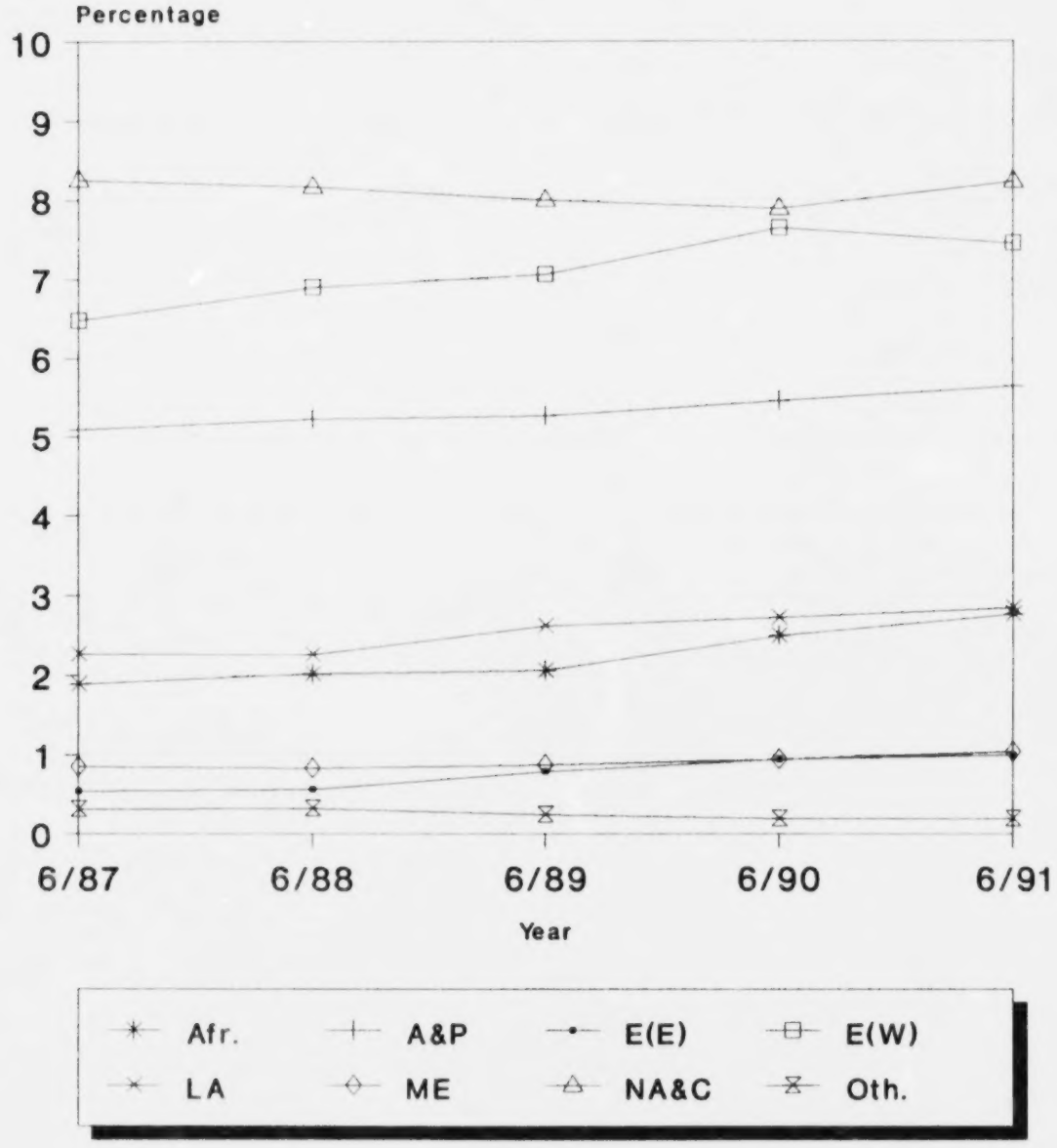
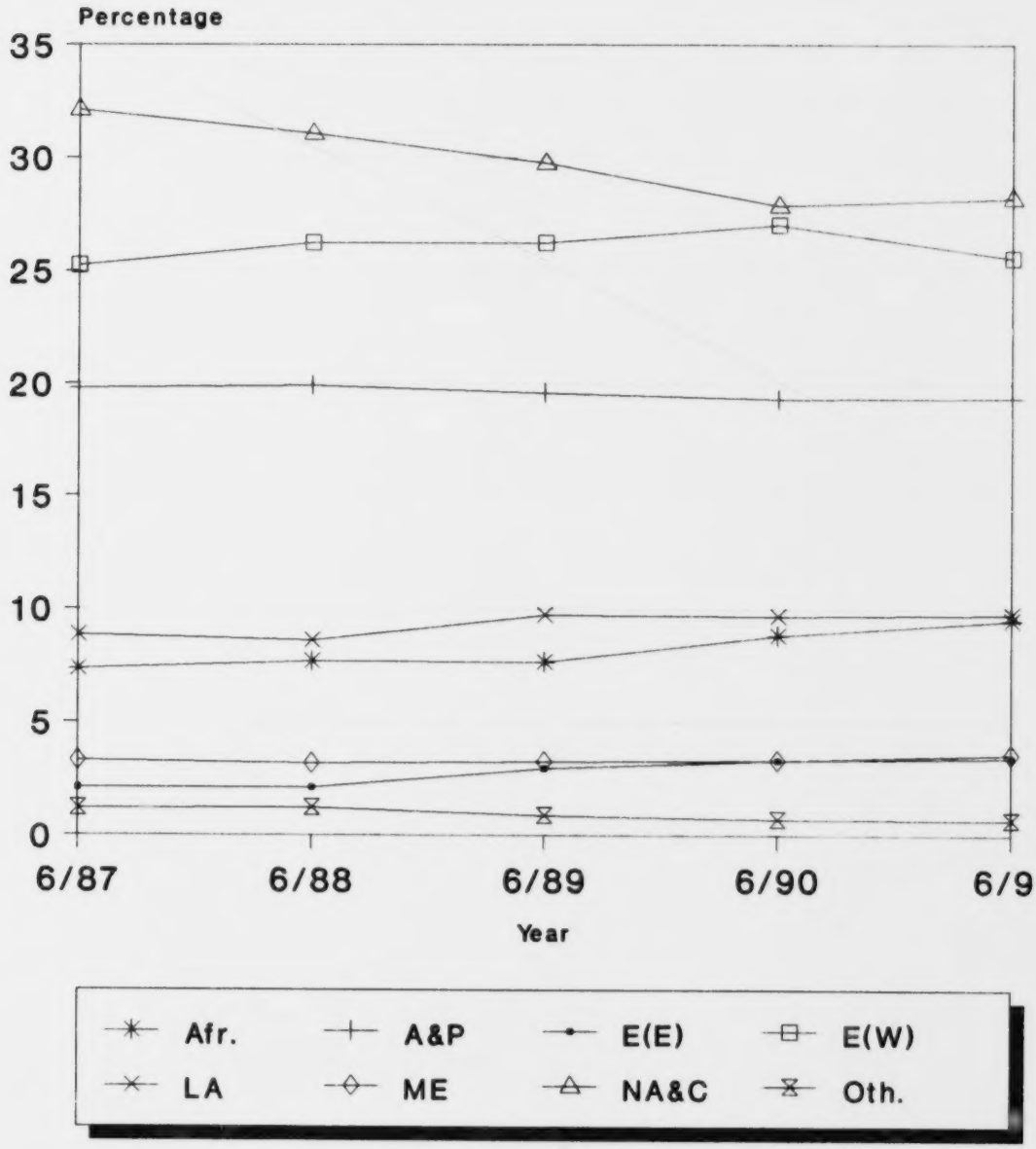


Figure 6

Women in posts subject to geographical distribution as a percentage of all women staff by region and year

(June 1987-June 1991)



35. The number and percentage of women in geographic posts and in posts with special language requirements on 30 June 1981 and on 30 June 1991 is shown in table E below. The percentage of women in geographic posts has risen from 21.6 per cent to 29.2 per cent over this period. The percentage of women in language posts has moved from 32.8 per cent to 33.8 per cent over the same period. Figure 7 below shows how the percentage of women in geographic posts has increased between 1981 and 1991.

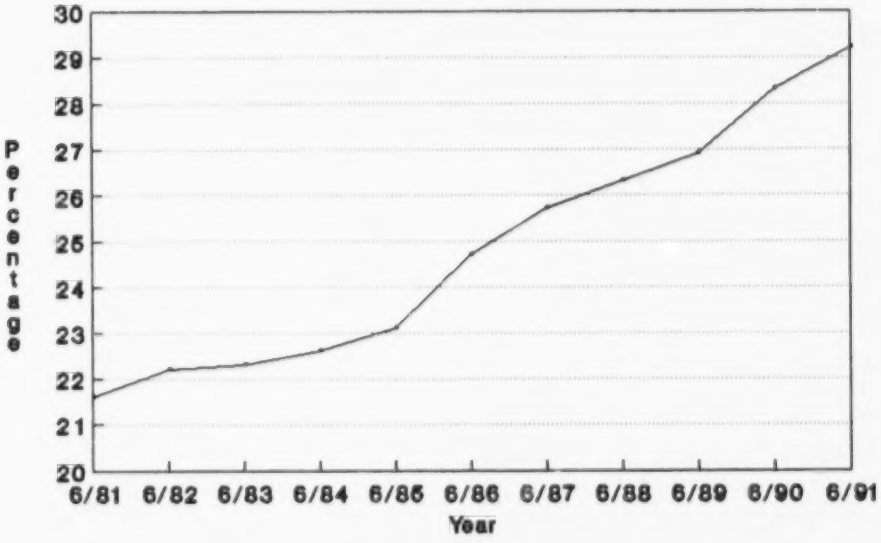
TABLE E

Number and percentage of women at each level in 1981 and 1991 in posts subject to geographical distribution and in posts with special language requirements

	Geographic posts				Language posts			
	1981		1991		1981		1991	
Level	No. of women	Percentage	No. of women	Percentage	No. of women	Percentage	No. of women	Percentage
USG	-	-	2	7.4	-	-	-	-
ASG	2	8.7	-	-	-	-	-	-
D-2	4	4.8	10	11.8	-	-	-	-
D-1	13	5.2	20	8.2	-	-	-	-
P-5	51	9.1	75	16.2	23	27.4	35	27.8
P-4	115	14.7	214	30.7	100	35.6	120	35.8
P-3	216	30.8	248	37.8	129	33.3	114	34.3
P-2	195	47.4	182	46.0	39	29.0	30	33.0
P-1	30	49.2	8	47.1	-	-	-	-
TOTAL	626	21.6	759	29.2	292	32.8	299	33.8

Figure 7

Representation of women in posts subject to geographical distribution: 1981-1991



36. The distribution of men and women within each organizational element of the Secretariat is shown in table 12 of annex I. This table gives the information separately for geographic posts, language posts and posts in the General Service and related categories.

37. In resolution 37/235 B, the General Assembly also called upon the Secretary-General to include in the present report statistical analyses on the number and percentage of women by nationality on all appointment lists, specifying women as a percentage of those appointed from outside, within each grade. The number, sex, nationality and level of the staff appointed to geographic posts during the reporting period are shown in table 6 of annex I. Information on the appointment of men and women is also contained in table F below.

38. Additional information on the representation of women can be found in the report of the Secretary-General on the Improvement of the Status of Women in the United Nations Secretariat (A/46/377).

TABLE F

Number of appointments to posts subject to geographical distribution between 1 July 1990 and 30 June 1991 by sex, indicating the percentage of total appointments and the number of nationalities appointed at each level

	Women			Men		
	Number of women appointed	Percentage of total appointments	Number of nationalities represented	Number of men appointed	Percentage of total appointments	Number of nationalities represented
USG	-	-	-	2	1.2	2
ASG	-	-	-	1	0.6	1
D-2	1	0.6	1	6	3.5	5
D-1	3	1.8	3	9	5.3	8
P-5	1	0.6	1	17	10.0	14
P-4	15	8.8	8	21	12.4	13
P-3	14	8.2	12	32	18.8	21
P-2	23	13.5	18	24	14.1	14
P-1	-	-	-	1	0.6	1
TOTAL	57	33.5	33	113	66.5	46 a/

a/ It should be noted that this figure is not the sum of the figures for each level, since appointments of staff of some nationalities have been made at more than one level.

G. Recruitment activities

Appointments to posts subject to geographical distribution during the period 1 July 1990 to 30 June 1991

39. In resolution 45/239 A, the General Assembly urged the Secretary-General, whenever making appointments at all levels to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States, bearing in mind also the need to increase the number of staff recruited from Member States below the mid-point of their desirable ranges.

40. During the reporting period, 1 July 1990 to 30 June 1991, 170 appointments were made to posts subject to geographical distribution. 3/ Of these 170 appointments, 1, or 0.59 per cent, was of a national of an unrepresented Member State; 27, or 15.88 per cent, were of nationals of underrepresented Member States; 129, or 75.88 per cent, were of nationals of within-range Member States; 11, or 6.47 per cent, were of nationals of overrepresented Member States and 2, or 1.18 per cent, were of nationals of non-member States. 4/ Further details on the number and levels of these appointments can be found in paragraphs 42 to 46 below and in table 6 of annex I of the present report. 5/

National competitive examinations

41. Appointments to posts subject to geographical distribution during the reporting period included those of 29 candidates who were successful in national competitive examinations for posts at the P-1 and P-2 levels. They were selected through examinations held in Australia, Denmark, Germany, Hungary, Indonesia, Israel, Japan, Netherlands, Norway, Panama, the Union of Soviet Socialist Republics and Yugoslavia.

42. These appointments account for 17.06 per cent of all appointments to posts subject to geographical distribution during the reporting period. They included 10 women, representing 34.5 per cent of these appointments.

43. Nineteen candidates (13 women and 6 men) were recruited at the P-1 and P-2 levels outside the context of national competitive examinations.

44. Competitive examinations for posts at the P-1 and P-2 levels were also held in Bahrain, Iceland, New Zealand and Portugal. A number of successful candidates in these examinations are also currently under recruitment.

45. National competitive examinations for posts at the P-1 and P-2 levels are currently under way for nationals of Albania, Bahrain, Costa Rica, Czechoslovakia, Dominica, Grenada, Honduras, Italy, Japan, Nicaragua, Saudi Arabia and Saint Vincent and the Grenadines.

46. On a trial basis, competitive examinations for posts at the P-3 level in the occupational groups of Administration and Economics are currently taking place for candidates from Czechoslovakia, Hungary, Italy and Japan. These examinations are covered by a separate report.

Organizational units with high vacancy rates

47. In conformity with the requests of the Assembly in resolutions 43/224 A and 45/239 A, the Secretary-General gives special attention to the filling of posts in organizational units with high vacancy rates, particularly the regional commissions. Of the 170 appointments made during the reporting period, 57 or 33.53 per cent, were to posts in the regional commissions (18 to ECA, 8 to ECE, 10 to ECLAC, 18 to ESCAP, and 3 to ESCWA).

48. In resolution 45/239 A, the General Assembly also requested the Secretary-General, with respect to the recruitment, transfer and promotion of staff for placement in the regional commissions, to make every effort to encourage equitable representation of all Member States in the regional commissions, in order to reduce the high vacancy rates. Information on the representation of all regions in the regional commissions is shown in table 2 of annex 1.

Recruitment of women

49. Between 1 July 1990 and 30 June 1991, 57 women were appointed to posts subject to geographical distribution, representing 33.5 per cent of the 170 appointments made during the reporting period, as compared with 63 or 31.2 per cent, of the 202 appointments made during the previous reporting period. Women from developing countries accounted for 25 appointments, that is to say, 43.9 per cent of the 57 appointments of women made during the reporting period.

Notes

1/ Member States are unrepresented when none of their nationals is in a post subject to geographical distribution; underrepresented when the number of their nationals in these posts is below the lower limit of their ranges; within range when the number of their nationals in these posts is within the limits of their ranges; and overrepresented when the number of their nationals in these posts exceeds the upper limit of their ranges.

2/ See Official Records of the General Assembly, Forty-fifth Session, Supplement No. 6 (A/45/6/Rev.1).

3/ In the compilation of statistics for the present report, an appointment to a post subject to geographical distribution is understood as the granting to a staff member of an appointment for one year or more, either through initial or other recruitment involving service for at least this period or through the completion of at least one year of service in such a post.

Notes (continued)

4/ The figures cited in this paragraph are computed on the basis of the degree of representation of each Member State at the end of the previous reporting year, on 30 June 1990, as communicated to the General Assembly in the latest report of the Secretary-General on the composition of the Secretariat (A/45/541). Although the fluctuations in the representation of Member States during the reporting year are not directly taken into account in this computation, they are estimated monthly and used in monitoring geographical distribution and in planning recruitment.

5/ As noted in paragraph 16, on 30 June 1990, the Federal Republic of Germany was within range and the German Democratic Republic was underrepresented. Upon the accession of the German Democratic Republic to the Federal Republic of Germany on 3 October 1990, Germany became underrepresented. The appointments of German nationals for the current reporting period (1990-1991) are accordingly considered as appointments of nationals of an underrepresented Member State.

ABBREVIATIONS

AMIAD	Internal Audit Division
AMOGS	Office of General Services
AMOHRM	Office of Human Resources Management
AMOPPBF	Office for Programme Planning, Budgeting, and Finance
AMUSG	Department of Administration and Management, Office of the Under-Secretary-General
CS	Department of Conference Services
CTC	United Nations Centre on Transnational Corporations
DDA	Department for Disarmament Affairs
DIEC	Office of the Director-General for Development and International Economic Cooperation
DPI	Department of Public Information
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FS	Field Service
HR	Centre for Human Rights
IESA	Department of International Economic and Social Affairs
INTORG	Inter-organization Bodies:
	Joint Inspection Unit (JIU)
	Consultative Committee on Administrative Questions (CCAQ)
	International Computing Centre (ICC)
	Advisory Committee for the Coordination of Information Systems (ACCIS)

MISSION	Special Missions
OALOS	Office for Ocean Affairs and Law of the Sea
OLA	Office of Legal Affairs
OPGS	Office for Political and General Assembly Affairs and Secretariat Services
ORCI	Office for Research and the Collection of Information
OUSGSPA	Office for Special Political Affairs
PSCA	Department of Political and Security Council Affairs
REGCOM	Regional Commissions Liaison Office
SPQRCDT	Department of Special Political Questions, Regional Cooperation, Decolonization and Trusteeship
SPTASN	Staff on Special Temporary Assignment
TCD	Department of Technical Cooperation for Development
UNCHS	United Nations Centre for Human Settlements
UNCS	United Nations Common Services (Nairobi)
UNCSTD	Centre for Science and Technology for Development
UNCTAD	United Nations Conference on Trade and Development
UNDRO	Office of the United Nations Disaster Relief Coordinator
UNEP	United Nations Environment Programme
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNOV	United Nations Office at Vienna
WFC	Secretariat of the World Food Council
UNCED	United Nations Conference on Environment and Development

ANNEX I

Statistical tables

Table 1 - Total Professional and higher level staff of the Secretariat holding permanent, probationary or fixed-term appointments for one year or more by appointment status and region

Table 2 - Staff in posts subject to geographical distribution by office and region

Table 3 - Staff by region, level and gender

A. Staff in posts subject to geographical distribution

B. Staff in posts with special language requirements

C. Total staff in posts subject to geographical distribution and posts with special language requirements

Table 4 - Staff in posts subject to geographical distribution by region, nationality and level (showing number of female staff)

Table 5 - Staff in posts subject to geographical distribution by region, nationality and type of appointment

Table 6 - Appointments to posts subject to geographical distribution by region, nationality and level (showing number of female staff)

Table 7 - Staff changes in posts subject to geographical distribution by region, nationality and type of appointment (showing number of female staff)

Table 8 - Staff in posts with special language requirements by region, nationality and level (showing number of female staff)

Table 9 - Professional and higher level staff specifically appointed for mission service by region, nationality and level (showing number of female staff)

Table 10 - Weighted and unweighted distribution of posts subject to geographical distribution and actual staff position in points

Table 11 - Female staff of the United Nations and related agencies in Professional and higher level posts

Table 12 - Sex distribution of staff in the United Nations Secretariat by department or office and by grade

A. Professional and higher level staff in posts subject to geographical distribution;

B. Professional staff in posts with special language requirements

C. Professional and higher level staff in posts subject to geographical distribution and posts with special language requirements

D. Staff in the General Service and other related categories.

A. REGIONAL TABLES

TABLE 1

TOTAL PROFESSIONAL AND HIGHER LEVEL STAFF OF THE SECRETARIAT HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE BY APPOINTMENT STATUS AND REGION

(AS AT 30 JUNE 1991)

APPOINTMENT STATUS / REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY a/	437	426	263	591	218	135	510	20	2 600
LANGUAGE b/	125	136	154	228	78	43	108	13	885
MISSION c/	3	1	3	7	5	2	3	1	25
UNEP d/	48	32	17	60	20	6	23	4	210
INTERAGENCY e/	-	1	1	3	-	-	4	-	9
P.RESIDENT f/	-	-	-	-	1	-	-	-	1
PROJECTS g/	8	1	-	7	-	1	3	-	20
ON LEAVE h/	1	4	1	16	6	1	6	-	35
SECONDED i/	7	3	-	18	3	1	10	-	42
TOTAL	629	604	439	930	331	189	667	38	3 827

a/ Staff in posts subject to geographical distribution.
b/ Staff in posts with special language requirements.
c/ Staff specifically appointed for mission service.
d/ Staff specifically appointed for service with the United Nations Environment Programme, the United Nations Centre for Human Settlements or the United Nations Conference on Environment and Development.
e/ Staff specifically appointed after interagency consultation to posts financed on an interagency basis.
f/ Staff having permanent resident status in the United States of America.
g/ Staff detailed or assigned to a technical assistance project.
h/ Staff on special leave without pay.
i/ Staff on secondment to the United Nations Development Programme or other United Nations bodies.

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY OFFICE AND REGION

(AS AT 30 JUNE 1991)

OFFICE / REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS a/	194	256	152	298	110	53	355	1	1 417
ECE	2	4	31	45	1	2	9	1	95
ESCAP	1	91	8	20	1	3	18	-	142
ECLAC	1	6	2	30	75	3	24	-	141
ECA	149	6	5	8	2	1	5	1	177
ESCWA	10	3	1	3	-	42	9	4	72
UNCTAD b/	34	22	22	62	15	16	26	10	207
UNEP b/	4	3	1	2	-	3	5	1	19
UNOG c/	29	25	28	87	8	11	39	2	229
UNOV	13	10	13	38	8	1	20	-	101
TOTAL	437	426	263	591	218	135	510	20	2 600

a/ Including information centres.
b/ Including liaison offices at other duty stations.
c/ Including the Office of the United Nations Disaster Relief Co-ordinator, the Centre for Human Rights and the Conference of the Committee on Disarmament in Geneva.

TABLE 3

STAFF BY REGION, LEVEL AND GENDER

(AS AT 30 JUNE 1991)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REGION	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA		5	3	1	10	1	54	6	78	22	102	22	80	18	30	2	3		72 16.5	365 83.5	437
ASIA AND THE PACIFIC		7	2	2	12	3	48	11	41	29	71	55	58	44	38	3	1		147 34.5	279 65.5	426
EUROPE (EASTERN)		2	2	1	13		18	1	24	9	69	10	80	5	29				26 9.9	237 90.1	263
EUROPE (WESTERN)	1	7	4	5	18	7	38	23	93	44	94	54	75	60	68	2			194 32.8	397 67.2	591
LATIN AMERICA		1	3		7	2	10	9	39	19	30	31	31	13	22		1		74 33.9	144 66.1	218
MIDDLE EAST		1			3	2	16	4	31	9	32	6	16	6	9				27 20.0	108 80.0	135
N. AMERICA & CARIBBEAN	1	2	3	3	11	5	38	20	76	79	81	70	63	35	18	1	4		214 42.0	296 58.0	510
OTHERS							1	1	5	3	4		5	1					5 25.0	15 75.0	20
SUBTOTAL a/	2 7.4	25 92.6	0.0	17 100	10 11.8	75 88.2	20 8.2	223 91.8	75 16.2	387 83.8	214 30.7	483 69.3	248 37.8	408 62.2	182 46.0	214 54.0	8 47.1	9 52.9	759 29.2	1841 70.8	2 600
TOTAL	27		17		85		243		462		697		656		396		17		2 600		

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	3	14	10	41	10	43	2	2			25 20.0	100 80.0	125
ASIA AND THE PACIFIC	2	17	9	33	11	40	9	14		1	31 22.8	105 77.2	136
EUROPE (EASTERN)		13	1	37	4	66		33			5 3.2	149 96.8	154
EUROPE (WESTERN)	19	24	54	54	38	28	6	5			117 51.3	111 48.7	228
LATIN AMERICA	6	8	22	17	12	9	2	2			42 53.8	36 46.2	78
MIDDLE EAST	1	6	3	8	7	15	1	2			12 27.9	31 72.1	43
N. AMERICA & CARIBBEAN	4	7	18	22	29	15	10	3			61 56.5	47 43.5	108
OTHERS		2	3	3	3	2					6 46.2	7 53.8	13
SUBTOTAL a/	35 27.8	91 72.2	120 35.8	215 64.2	114 34.3	218 65.7	30 33.0	61 67.0	0.0	1 100.0	299 33.8	586 66.2	885
TOTAL	126		335		332		91		1		885		

C. TOTAL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
GRAND TOTAL a/	2 7.4	25 92.6	0.0	17 100.0	10 11.8	75 88.2	20 8.2	223 91.8	110 18.7	478 81.3	334 32.4	698 67.6	382 36.6	626 63.4	212 43.5	275 56.5	8 44.4	10 55.6	1 058 30.4	2 427 69.6	3 485
	27		17		85		243		588		1 032		988		487		18		3 485		

a/ Percentages are given beneath each row and column total.

/...

B. NATIONALITY TABLES

TABLE 4A

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1991)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	MID-POINT	DESIRABLE RANGE
AFGHANISTAN	9	-	-	-	-	3	4	2	-	-	9	7.36	3-14
ALBANIA	0	-	-	-	-	-	-	-	-	-	0	7.03	2-14
ALGERIA	19 (2)	-	-	1 (1)	5	7	5 (1)	-	-	-	18 (2)	9.86	5-14
ANGOLA	1	-	-	-	-	-	1	-	-	-	1	7.20	2-14
ANTIGUA AND BARBUDA	3 (3)	-	-	-	-	-	1 (1)	1 (1)	1 (1)	-	3 (3)	6.94	2-14
ARGENTINA	26 (10)	-	-	1	6	6 (2)	6 (3)	4 (3)	3 (2)	-	26 (10)	17.45	13-22
AUSTRALIA	27 (12)	-	-	-	9 (1)	6 (3)	7 (2)	5 (5)	4 (2)	-	31 (13)	30.55	26-35
AUSTRIA	20 (8)	1	-	1	2 (1)	7 (1)	3 (1)	2 (1)	4 (4)	-	20 (8)	17.99	13-23
BAHAMAS	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	7.10	2-14
BAHRAIN	0	-	-	-	-	-	-	-	-	-	0	7.10	2-14
BANGLADESH	17	1	-	-	3	6	4	1	1	-	16	9.77	5-15
BARBADOS	5 (3)	-	-	-	-	2 (1)	2 (1)	2 (2)	-	-	6 (4)	6.95	2-14
BELGIUM	22 (5)	-	-	1	-	7 (1)	8 (2)	2 (1)	3 (1)	-	21 (5)	24.43	20-29
BELIZE	2 (2)	-	-	-	-	-	1 (1)	1 (1)	-	-	2 (2)	6.95	2-14
BENIN	7 (1)	-	-	-	1	2	2	1	1 (1)	-	7 (1)	7.06	2-14
BHUTAN	4	-	-	-	-	-	-	1	3	-	4	6.98	2-14
BOLIVIA	5	-	-	-	-	2	2	2	-	-	6	7.13	2-14
BOTSWANA	2 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.97	2-14
BRAZIL	29 (10)	-	-	1	-	8 (2)	5 (3)	11 (3)	4 (2)	-	27 (10)	32.23	27-37
BRUNEI DARUSSALAM	0	-	-	-	-	-	-	-	-	-	0	7.39	3-14
BULGARIA	8	-	-	-	2	2	1	4	-	-	9	9.26	4-14
BURKINA FASO	7 (1)	-	-	-	1	2	3	1 (1)	-	-	7 (1)	7.18	2-14
BURUNDI	9 (2)	-	-	-	1	1	2	3 (1)	3 (1)	-	10 (2)	7.08	2-14
BYELORUSSN SSR	12	-	-	-	-	1	4	5	3	-	13	11.97	7-17
CAMBODIA	3	-	-	-	1	-	2	-	-	-	3	7.15	2-14
CAMEROON	13 (2)	-	-	-	-	2	4	6 (1)	2 (2)	-	14 (3)	7.23	2-14
CANADA	51 (12)	2 (1)	2	1	4	13 (1)	15 (1)	9 (5)	6 (5)	1 (1)	53 (14)	53.38	45-61
CAPE VERDE	1	-	-	-	-	-	-	1	-	-	1	6.95	2-14
CENT AFR REP	4	-	-	-	-	-	1	-	3	-	4	7.02	2-14
CHAD	4	-	-	-	-	1	-	2	-	-	3	7.09	2-14

TABLE 4A (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	MID-POINT	DESIRABLE RANGE
CHILE	27 (9)	-	-	4	2	4 (1)	6 (4)	5 (4)	7	-	28 (9)	8.32	4-14
CHINA	40 (15)	1	-	2	5 (1)	6 (1)	13 (7)	12 (5)	-	-	42 (14)	48.38	41-56
COLOMBIA	10 (2)	-	-	1	-	3	3	2 (1)	-	-	9 (1)	9.69	5-14
COMOROS	2	-	-	-	-	-	-	2	-	-	2	6.95	2-14
CONGO	6	-	-	-	-	2	4	1	-	-	7	6.99	2-14
COSTA RICA	3	-	-	-	-	-	3	-	-	-	3	7.17	2-14
COTE D'IVOIRE	11 (1)	-	-	-	-	-	3	6 (1)	2	-	11 (1)	7.40	3-14
CUBA	11 (4)	-	-	-	-	-	4 (2)	1	6 (2)	-	11 (4)	8.41	4-14
CYPRUS	5	-	-	-	3	2	-	-	-	-	5	7.11	2-14
CZECHOSLOVAKIA	14 (2)	-	-	-	-	1	6 (2)	4	3	-	14 (2)	17.02	12-22
DENMARK	18 (6)	-	1	-	1	4 (1)	4 (2)	3 (1)	6 (1)	-	19 (5)	17.18	12-22
DJIBOUTI	0	-	-	-	-	-	-	-	-	1	1	6.95	2-14
DOMINICA	0	-	-	-	-	1	-	-	-	-	1	6.94	2-14
DOMINICAN REP	6 (2)	-	-	-	-	-	4 (2)	-	1	1	6 (2)	7.42	3-14
ECUADOR	4 (1)	-	-	-	-	2 (1)	-	1	1	-	4 (1)	7.51	3-14
EGYPT	11 (2)	1	1	-	3 (1)	1	3	-	1	-	10 (1)	9.24	4-14
EL SALVADOR	5	-	-	-	1	2	1	1	-	-	5	7.08	2-14
EQUATL GUINEA	3	-	-	-	-	-	-	-	3	-	3	6.95	2-14
ETHIOPIA	27 (6)	-	-	-	1	4 (1)	5	9 (3)	8 (2)	2 (1)	29 (7)	8.24	3-14
FIJI	6 (1)	1	-	-	2	2	1	1 (1)	-	-	7 (1)	6.96	2-14
FINLAND	12 (4)	1	-	-	-	2 (1)	2	7 (3)	-	-	12 (4)	14.50	10-19
FRANCE	109 (48)	1 a/	1	5 (1)	10 (5)	22 (5)	20 (11)	34 (17)	16 (7)	-	109 (46)	101.12	88-116
GABON	3	-	-	-	-	-	-	-	3	-	3	7.27	2-14
GAMBIA	8 (0)	-	-	-	2	1	3 (1)	1	-	-	7 (1)	6.96	2-14
GERMANY	112 (35)	1	-	2 (1)	9	21 (7)	32 (8)	36 (11)	22 (10)	-	123 (37)	147.90	128-170
GHANA	16 (2)	1	1	4	2	3	3 (1)	1	-	-	15 (1)	7.32	3-14
GREECE	13 (5)	-	1	-	1	1	4 (2)	1 (1)	5 (2)	-	13 (5)	13.00	8-18
GRENADA	2	-	-	-	1	-	-	-	1	1	3	6.94	2-14
GUATEMALA	7 (2)	1	-	-	-	1	2 (1)	3 (1)	-	-	7 (2)	7.32	3-14

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TABLE 4A (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	MID-POINT	DESIRABLE RANGE
GUINEA	6 (1)	-	-	1	-	1	1	3 (1)	-	-	6 (1)	7.08	2-14
GUINEA-BISSAU	1	-	-	-	-	-	-	-	1	-	1	6.97	2-14
GUYANA	16 (7)	-	-	1	3	1	7 (6)	4 (1)	-	-	16 (7)	6.97	2-14
HAITI	5 (3)	-	1	-	1 (1)	1	1 (1)	1 (1)	1 (1)	-	6 (4)	7.09	2-14
HONDURAS	2	-	-	-	-	-	-	1	1	-	2	7.07	2-14
HUNGARY	6 (2)	-	-	-	-	-	3 (1)	1 (1)	5 (2)	-	9 (4)	10.20	5-15
ICELAND	5	-	-	-	1	2	1	1	-	-	5	7.24	2-14
INDIA	36 (7)	2	1	2	1	2 (1)	9	13 (4)	9 (2)	2 (1)	41 (8)	33.83	29-39
INDONESIA	6 (1)	-	-	-	3	1	-	-	3 (2)	1 (1)	8 (3)	13.77	9-19
IRAN, ISLAMIC R OF	18 (6)	-	-	1	3	3 (1)	5 (2)	6 (3)	-	-	18 (6)	18.46	14-23
IRAQ	16 (2)	-	-	1	2 (1)	8	4 (1)	2	-	-	17 (2)	9.04	4-14
IRELAND	14 (4)	-	-	1	-	5	2	2 (2)	4 (2)	-	14 (4)	9.58	5-14
ISRAEL	11 (3)	-	-	-	1	-	2 (1)	3	9 (3)	-	15 (4)	10.03	5-15
ITALY	52 (12)	1	-	2	3	9 (3)	13 (4)	11 (4)	13 (2)	-	52 (13)	67.60	57-78
JAMAICA	18 (4)	-	-	2 (1)	2	3	-	7 (3)	4 (1)	-	18 (5)	7.01	2-14
JAPAN	91 (33)	1	1	4 (2)	6 (1)	6 (2)	16 (3)	27 (11)	27 (17)	-	88 (36)	129.10	152-206
JORDAN	13 (0)	1	-	-	1	2	5	3	2 (1)	-	14 (1)	7.05	2-14
KENYA	14 (2)	-	-	-	4	4	4 (1)	2 (1)	-	1 (1)	15 (3)	7.59	3-14
KUWAIT	0	-	-	-	-	-	-	-	-	-	0	11.15	6-16
LAO P DEM REP	1	-	-	-	-	-	1	-	-	-	1	7.05	2-14
LEBANON	19 (3)	-	-	1	2	6	6 (1)	3 (2)	2 (1)	-	20 (4)	7.02	2-14
LESOTHO	7 (5)	-	-	-	-	-	3 (2)	2 (1)	2 (2)	-	7 (5)	6.99	2-14
LIBERIA	10 (4)	-	-	-	-	2	2 (2)	3 (1)	2 (1)	-	9 (4)	7.01	2-14
LIBYAN ARAB J	7 (1)	-	-	-	2	1 (1)	2	2	-	-	7 (1)	11.06	6-16
LIECHTENSTEIN	0	-	-	-	-	-	-	-	-	-	0	6.94	2-14
LUXEMBOURG	5 (2)	-	-	-	-	-	1	-	3 (1)	-	4 (1)	7.89	3-14
MADAGASCAR	9 (1)	-	-	-	1	1	5	1 (1)	1	-	9 (1)	7.24	2-14
MALAWI	9 (1)	-	-	-	1	2	3 (1)	3	-	-	9 (1)	7.15	2-14

TABLE 4A (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	MID-POINT	DESIRABLE RANGE
MALAYSIA	15 (3)	-	-	1	2	5	3	4 (3)	-	-	15 (3)	8.88	4-14
MALDIVES	0	-	-	-	-	-	-	-	-	-	0	6.95	2-14
MALI	10	-	-	-	1	-	5	4	-	-	10	7.18	2-14
MALTA	6 (1)	-	-	-	3	1	1	-	1 (1)	-	6 (1)	6.95	2-14
MAURITANIA	5	-	-	1	-	1	-	2	1	-	5	6.99	2-14
MAURITIUS	13	-	-	-	3	5	3	1	-	-	12	6.97	2-14
MEXICO	27 (10)	-	-	-	1 (1)	5	4 (2)	11 (6)	6 (3)	-	27 (12)	22.99	18-28
MONGOLIA	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	7.00	2-14
MOROCCO	11 (3)	-	-	1	2	3	2 (1)	2 (1)	1 (1)	-	11 (3)	8.03	3-14
MOZAMBIQUE	0	-	-	-	-	-	1	-	-	-	1	7.34	3-14
MYANMAR	7	-	-	-	-	1	3	3	-	-	7	8.02	3-14
NAMIBIA	2 (1)	-	-	-	-	-	-	2 (1)	-	-	2 (1)	6.99	2-14
NEPAL	12	-	-	1	3	3	4	2	-	-	13	7.43	3-14
NETHERLANDS	32 (4)	-	-	1	1	9	6 (1)	5 (1)	13 (2)	-	35 (4)	31.89	27-36
NEW ZEALAND	7 (4)	-	-	-	2	3 (2)	3 (2)	-	-	-	8 (4)	10.45	6-15
NICARAGUA	3 (1)	-	-	-	-	2 (1)	1	-	-	-	3 (1)	7.04	2-14
NIGER	4 (1)	-	-	-	-	1	2 (1)	1	-	-	4 (1)	7.12	2-14
NIGERIA	18 (1)	1	-	-	5	4	4	1 (1)	1	-	18 (1)	12.60	8-17
NORWAY	14 (7)	-	-	-	1	-	-	1	13 (7)	-	15 (7)	15.07	10-20
OMAN	2 (1)	-	-	-	1	1 (1)	-	-	-	-	2 (1)	7.13	2-14
PAKISTAN	13 (2)	1	-	4	5	1	4 (2)	-	1	-	16 (2)	10.53	6-15
PALESTINE	0	-	-	-	-	-	-	-	-	-	0		
PANAMA	3	-	-	-	-	1	1	-	2	-	4	7.15	2-14
PAPUA N GUINEA	3	-	-	-	-	-	-	1	2	-	3	7.04	2-14
PARAGUAY	1	-	-	-	-	-	1	-	-	-	1	7.35	3-14
PERU	16 (5)	-	1	-	-	6 (1)	2	6 (4)	1 (1)	-	16 (6)	8.26	3-14
PHILIPPINES	65 (36)	-	-	-	1	4 (1)	17 (8)	25 (15)	17 (11)	1 (1)	65 (36)	9.72	5-15
POLAND	14 (1)	1	-	1	-	1	8	2 (1)	1	-	14 (1)	16.13	11-21
PORTUGAL	4 (2)	-	-	-	-	-	2 (2)	1	-	-	3 (2)	9.75	5-15
QATAR	1	-	-	-	-	-	-	-	1	-	1	7.54	3-14

TABLE 4A (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	MID-POINT	DESIRABLE RANGE
REP OF KOREA	0	-	-	-	-	-	-	-	-	-	0		
ROMANIA	3	-	-	1	1	-	-	1	-	-	3	10.24	5-15
RWANDA	3	-	-	-	-	-	-	3	-	-	3	7.12	2-14
S TOME PRINCPE	0	-	-	-	-	-	-	-	-	-	0	6.94	2-14
SAINT KITTS & NEVIS	2 (2)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.94	2-14
SAINT LUCIA	4 (2)	-	-	-	-	-	1	1 (1)	2 (1)	-	4 (2)	6.94	2-14
SAINT VINCENT & GR	1	-	-	-	-	-	-	1	-	-	1	6.94	2-14
SAMOA	2	-	-	-	-	-	-	2	-	-	2	6.95	2-14
SAUDI ARABIA	4 (4)	-	-	-	-	2 (2)	-	1 (1)	1 (1)	-	4 (4)	22.32	18-27
SENEGAL	14 (4)	-	1	-	1	1	3 (2)	6 (1)	3 (3)	-	15 (6)	7.13	2-14
SEYCHELLES	2	-	-	-	-	-	-	2	-	-	2	6.94	2-14
SIERRA LEONE	15 (2)	1	-	-	2	4 (1)	7 (3)	1	-	-	15 (4)	7.06	2-14
SINGAPORE	12 (6)	-	-	-	-	4 (1)	5 (3)	4 (3)	-	-	13 (7)	8.50	4-14
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-	0	6.95	2-14
SOMALIA	12 (2)	-	-	-	1	2	6 (2)	1	-	-	10 (2)	7.13	2-14
SOUTH AFRICA	11 (3)	-	-	-	-	2 (1)	2 (1)	3	4 (1)	-	11 (3)	14.39	10-19
SPAIN	33 (10)	-	-	3	3	1	9 (3)	7 (3)	5 (4)	-	28 (10)	36.80	31-42
SRI LANKA	10 (2)	-	-	1	4	1	2 (1)	2 (1)	2	-	12 (2)	7.39	3-14
STATELESS	5	-	-	-	-	2	1	2	-	-	5		
SUDAN	11	-	-	-	1	2	5	1	-	-	9	7.58	3-14
SURINAME	2 (1)	-	-	-	-	-	1	1 (1)	1 (1)	-	3 (2)	6.95	2-14
SWAZILAND	4 (2)	-	-	-	-	-	-	4 (2)	-	-	4 (2)	6.96	2-14
SWEDEN	28 (7)	1	1	2	-	7 (1)	6 (1)	4 (3)	3 (2)	-	24 (7)	24.99	20-30
SWITZERLAND	14 (5)	-	-	-	1	4 (1)	6 (3)	3	1 (1)	-	15 (5)		
SYRIAN ARAB RP	8	-	-	-	2	5	2	-	-	-	9	7.69	3-14
THAILAND	27 (16)	-	-	-	1	1	5 (1)	9 (7)	11 (8)	-	27 (16)	9.75	5-15
TOGO	6	-	-	1	1	1	1	1	1	-	6	7.03	2-14
TRINIDAD AND TOBAGO	15 (6)	-	-	-	2	1	5 (2)	6 (3)	2 (1)	-	16 (6)	7.57	3-14
TUNISIA	21 (1)	1	-	1	3	12 (1)	2	1	-	1	21 (1)	7.46	3-14
TURKEY	12 (3)	-	-	-	2 (1)	1	7 (2)	1	-	-	11 (3)	13.03	8-18

TABLE 4A (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	MID-POINT	DESIRABLE RANGE
U A EMIRATES	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	5.62	5-14
U REP TANZANIA	19 (4)	-	-	1	5	1	8 (2)	2 (2)	1	-	18 (4)	7.59	3-14
UGANDA	12 (2)	-	-	-	3	3 (1)	3	3 (1)	2 (2)	-	14 (4)	7.41	3-14
UKRAINIAN SSR	25 (3)	-	-	1	2	1	5	12 (3)	4	-	25 (3)	26.75	22-32
UNITED KINGDOM b/	93 (36)	2 (1)	-	3 (1)	10 (1)	18 (3)	24 (7)	12 (6)	17 (14)	2 (2)	88 (35)	60.51	68-93
URUGUAY	10 (2)	-	-	-	-	6	1	4 (2)	-	-	11 (2)	7.47	3-14
USA	379 (160)	1	1	10 (2)	31 (5)	75 (18)	127 (66)	101 (53)	36 (25)	3	385 (169)	384.70	327-442
USSR	152 (13)	1	1	10	11	18 (1)	47 (4)	60 (5)	13 (3)	-	161 (13)	161.14	137-185
VANUATU	0	-	-	-	-	-	-	-	-	-	0	6.94	2-14
VENEZUELA	13 (8)	-	1	-	1	1 (1)	1 (1)	8 (5)	1 (1)	-	13 (8)	15.76	11-21
VIET NAM	3 (1)	-	-	-	-	-	1	1	1 (1)	-	3 (1)	8.68	4-14
YEMEN	9 (1)	-	-	-	1	2	5 (1)	1	-	-	9 (1)	7.36	3-14
YUGOSLAVIA	11 (1)	-	1	1 (1)	2	1	4 (2)	1	5	-	15 (3)	14.26	9-19
ZAIRE	15 (2)	-	-	-	1	2	7 (1)	4	1 (1)	-	15 (2)	7.85	3-14
ZAMBIA	10	-	-	-	1	2	3	4	-	-	10	7.14	2-14
ZIMBABWE	6 (1)	-	-	-	1	1	1	3 (1)	-	-	6 (1)	7.33	3-14
TOTAL	2 548 (723)	27 (2)	17 -	85 (10)	243 (20)	462 (75)	697 (214)	668 (248)	396 (182)	17 (8)	2 600 (759)		

a/ At Director-General level.

b/ Includes eleven staff members from the Territory of Hong Kong.

TABLE 4B

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1991)

REGION	NUMBER OF STAFF 30/06/90	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91	MID-POINT	DESIRABLE RANGE
AFRICA	439 (64)	5	3	11 (1)	55 (1)	84 (6)	124 (22)	102 (22)	48 (18)	5 (2)	437 (72)	396.06	336-454
ASIA AND THE PACIFIC	408 (140)	7	2	15 (2)	51 (3)	52 (11)	100 (29)	113 (55)	82 (44)	4 (3)	426 (147)	482.11	410-554
EUROPE (EASTERN)	246 (22)	2	2	14 (1)	18	25 (1)	78 (9)	90 (10)	34 (5)	-	263 (28)	254.00	241-327
EUROPE (WESTERN)	592 (196)	6 (1)	4	21 (3)	45 (7)	116 (23)	138 (44)	129 (54)	128 (60)	2 (2)	591 (194)	640.91	545-737
LATIN AMERICA	215 (70)	1	3	7	12 (2)	48 (9)	49 (19)	62 (31)	35 (13)	1	218 (74)	216.86	184-249
MIDDLE EAST	128 (24)	1	-	3	18 (2)	35 (4)	41 (9)	22 (6)	15 (6)	-	135 (27)	159.04	135-183
N. AMERICA & CARIBBEAN	499 (202)	3 (1)	3	14 (3)	43 (5)	96 (20)	160 (79)	133 (70)	53 (35)	5 (1)	510 (214)	522.27	444-601
OTHERS	19 (5)	-	-	-	1	6 (1)	7 (3)	5	1 (1)	-	20 (5)		
TOTAL	2 546 (723)	27 (2)	17 -	85 (10)	243 (20)	462 (75)	697 (214)	656 (248)	396 (182)	17 (8)	2 600 (759)		

TABLE 5A

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND TYPE OF APPOINTMENT

(AS AT 30 JUNE 1990 AND 30 JUNE 1991)

COUNTRY	30/06/90					30/06/91				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
AFGHANISTAN	7	-	2	9	22.2	8	-	1	9	11.1
ALBANIA	-	-	-	-	0.0	-	-	-	-	0.0
ALGERIA	18	-	1	19	5.3	17	-	1	18	5.6
ANGOLA	1	-	-	1	0.0	1	-	-	1	0.0
ANTIGUA AND BARBUDA	3	-	-	3	0.0	3	-	-	3	0.0
ARGENTINA	24	-	2	26	7.7	24	-	2	26	7.7
AUSTRALIA	24	-	3	27	11.1	24	3	4	31	12.9
AUSTRIA	17	-	3	20	15.0	17	-	3	20	15.0
BAHAMAS	1	-	-	1	0.0	1	-	-	1	0.0
BAHRAIN	-	-	-	-	0.0	-	-	-	-	0.0
BANGLADESH	11	-	6	17	35.3	11	-	5	16	31.3
BARBADOS	5	-	-	5	0.0	5	-	1	6	16.7
BELGIUM	18	1	3	22	13.6	19	-	2	21	9.5
BELIZE	2	-	-	2	0.0	2	-	-	2	0.0
BENIN	5	-	2	7	28.6	5	-	2	7	28.6
BHUTAN	3	-	1	4	25.0	3	-	1	4	25.0
BOLIVIA	5	-	-	5	0.0	5	-	1	6	16.7
BOTSWANA	1	-	1	2	50.0	-	-	1	1	100.0
BRAZIL	22	-	7	29	24.1	18	-	9	27	33.3
BRUNEI DARUSSALAM	-	-	-	-	0.0	-	-	-	-	0.0
BULGARIA	3	-	5	8	62.5	4	-	5	9	55.6
BURKINA FASO	5	-	2	7	28.6	5	-	2	7	28.6
BURUNDI	4	3	2	9	22.2	5	3	2	10	20.0
BYELORUSSN SSR	1	-	11	12	91.7	3	-	10	13	76.9
CAMBODIA	3	-	-	3	0.0	3	-	-	3	0.0
CAMEROON	6	-	7	13	53.8	6	-	8	14	57.1
CANADA	39	1	11	51	21.6	38	1	14	53	26.4
CAPE VERDE	1	-	-	1	0.0	1	-	-	1	0.0
CENT AFR REP	1	1	2	4	50.0	1	1	2	4	50.0
CHAD	4	-	-	4	0.0	3	-	-	3	0.0
CHILE	24	-	3	27	11.1	25	-	3	28	10.7
CHINA	28	-	12	40	30.0	27	-	15	42	35.7
COLOMBIA	6	-	4	10	40.0	7	-	2	9	22.2
COMOROS	2	-	-	2	0.0	2	-	-	2	0.0
CONGO	6	-	-	6	0.0	7	-	-	7	0.0
COSTA RICA	1	-	2	3	66.7	1	-	2	3	66.7
COTE D'IVOIRE	9	-	2	11	18.2	11	-	-	11	0.0
CUBA	4	5	2	11	18.2	4	5	2	11	18.2

TABLE 5A (CONTINUED)

COUNTRY	30/06/90					30/06/91				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
CYPRUS	4	-	1	5	20.0	4	-	1	5	20.0
CZECHOSLOVAKIA	1	-	13	14	92.9	1	-	13	14	92.9
DENMARK	8	6	4	18	22.2	8	6	5	19	26.3
DJIBOUTI	-	-	-	-	0.0	-	-	1	1	100.0
DOMINICA	-	-	-	-	0.0	-	-	1	1	100.0
DOMINICAN REP	3	3	-	6	0.0	4	2	-	6	0.0
ECUADOR	2	-	2	4	50.0	3	-	1	4	25.0
EGYPT	6	-	5	11	45.5	6	-	4	10	40.0
EL SALVADOR	4	-	1	5	20.0	4	-	1	5	20.0
EQUATL GUINEA	1	1	1	3	33.3	2	1	-	3	0.0
ETHIOPIA	21	-	6	27	22.2	22	2	5	29	17.2
FIJI	3	-	3	6	50.0	3	-	4	7	57.1
FINLAND	4	1	7	12	58.3	6	-	6	12	50.0
FRANCE	90	3	16	109	14.7	88	1	20	109	18.3
GABON	-	-	3	3	100.0	-	-	3	3	100.0
GAMBIA	8	-	-	8	0.0	6	-	1	7	14.3
GERMANY	83	9	20	112	17.9	84	11	28	123	22.8
GHANA	9	1	6	16	37.5	9	-	6	15	40.0
GREECE	6	-	7	13	53.8	8	-	5	13	38.5
GRENADA	1	-	1	2	50.0	2	-	1	3	33.3
GUATEMALA	2	-	5	7	71.4	2	-	5	7	71.4
GUINEA	4	-	2	6	33.3	4	-	2	6	33.3
GUINEA-BISSAU	-	-	1	1	100.0	-	-	1	1	100.0
GUYANA	16	-	-	16	0.0	16	-	-	16	0.0
HAITI	5	-	-	5	0.0	5	-	1	6	16.7
HONDURAS	1	1	-	2	0.0	2	-	-	2	0.0
HUNGARY	1	3	2	6	33.3	2	4	3	9	33.3
ICELAND	4	-	1	5	20.0	4	-	1	5	20.0
INDIA	27	2	7	36	19.4	30	-	11	41	26.8
INDONESIA	2	1	3	6	50.0	3	2	3	8	37.5
IRAN, ISLAMIC R OF	13	2	3	18	16.7	13	1	4	18	22.2
IRAQ	12	-	4	16	25.0	12	-	5	17	29.4
IRELAND	12	-	2	14	14.3	12	-	2	14	14.3
ISRAEL	5	3	3	11	27.3	8	7	2	15	13.3
ITALY	37	8	7	52	13.5	36	8	8	52	15.4
JAMAICA	18	-	-	18	0.0	18	-	-	18	0.0
JAPAN	61	4	26	91	28.6	61	9	18	88	20.5
JORDAN	7	1	5	13	38.5	6	1	7	14	50.0
KENYA	9	-	5	14	35.7	10	-	5	15	33.3

TABLE 5A (CONTINUED)

COUNTRY	30/06/90					30/06/91				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
KUWAIT	-	-	-	-	0.0	-	-	-	-	0.0
LAO P DEM REP	1	-	-	1	0.0	1	-	-	1	0.0
LEBANON	16	-	3	19	15.8	16	-	4	20	20.0
LESOTHO	5	-	2	7	28.6	6	-	1	7	14.3
LIBERIA	8	-	2	10	20.0	7	-	2	9	22.2
LIBYAN ARAB J	6	-	1	7	14.3	6	-	1	7	14.3
LIECHTENSTEIN	-	-	-	-	0.0	-	-	-	-	0.0
LUXEMBOURG	3	1	1	5	20.0	2	1	1	4	25.0
MADAGASCAR	7	1	1	9	11.1	7	1	1	9	11.1
MALAWI	5	2	2	9	22.2	5	-	4	9	44.4
MALAYSIA	14	-	1	15	6.7	15	-	-	15	0.0
MALDIVES	-	-	-	-	0.0	-	-	-	-	0.0
MALI	9	-	1	10	10.0	9	-	1	10	10.0
MALTA	6	-	-	6	0.0	6	-	-	6	0.0
MAURITANIA	2	-	3	5	60.0	2	-	3	5	60.0
MAURITIUS	12	-	1	13	7.7	11	-	1	12	8.3
MEXICO	17	-	10	27	37.0	19	1	7	27	25.9
MONGOLIA	-	-	1	1	100.0	-	-	1	1	100.0
MOROCCO	8	1	2	11	18.2	8	1	2	11	18.2
MOZAMBIQUE	-	-	-	-	0.0	-	-	1	1	100.0
MYANMAR	4	2	1	7	14.3	6	-	1	7	14.3
NAMIBIA	1	-	1	2	50.0	1	-	1	2	50.0
NEPAL	11	-	1	12	8.3	12	-	1	13	7.7
NETHERLANDS	14	9	9	32	28.1	16	11	8	35	22.9
NEW ZEALAND	7	-	-	7	0.0	7	-	1	8	12.5
NICARAGUA	3	-	-	3	0.0	3	-	-	3	0.0
NIGER	3	-	1	4	25.0	3	-	1	4	25.0
NIGERIA	11	-	5	16	31.3	10	-	6	16	37.5
NORWAY	1	12	1	14	7.1	1	13	1	15	6.7
OMAN	1	-	1	2	50.0	2	-	-	2	0.0
PAKISTAN	5	1	7	13	53.8	6	-	10	16	62.5
PALESTINE	-	-	-	-	0.0	-	-	-	-	0.0
PANAMA	2	1	-	3	0.0	2	2	-	4	0.0
PAPUA N GUINEA	-	-	3	3	100.0	1	-	2	3	66.7
PARAGUAY	1	-	-	1	0.0	1	-	-	1	0.0
PERU	13	1	2	16	12.5	14	-	2	16	12.5
PHILIPPINES	64	-	1	65	1.5	64	-	1	65	1.5
POLAND	-	-	14	14	100.0	-	-	14	14	100.0
PORTUGAL	3	-	1	4	25.0	2	-	1	3	33.3

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TABLE 5A (CONTINUED)

COUNTRY	30/06/90					30/06/91				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
QATAR	-	-	1	1	100.0	-	-	1	1	100.0
REP OF KOREA	-	-	-	-	0.0	-	-	-	-	0.0
ROMANIA	-	-	3	3	100.0	1	-	2	3	66.7
RWANDA	-	-	3	3	100.0	-	-	3	3	100.0
S TOME PRINCPE	-	-	-	-	0.0	-	-	-	-	0.0
SAINT KITTS & NEVIS	2	-	-	2	0.0	1	-	-	1	0.0
SAINT LUCIA	1	-	3	4	75.0	1	-	3	4	75.0
SAINT VINCENT & GR	1	-	-	1	0.0	1	-	-	1	0.0
SAMOA	1	-	1	2	50.0	1	-	1	2	50.0
SAUDI ARABIA	3	-	1	4	25.0	3	1	-	4	0.0
SENEGAL	10	1	3	14	21.4	9	-	6	15	40.0
SEYCHELLES	2	-	-	2	0.0	2	-	-	2	0.0
SIERRA LEONE	9	1	5	15	33.3	7	1	7	15	46.7
SINGAPORE	10	1	1	12	8.3	11	-	2	13	15.4
SOLOMON ISLANDS	-	-	-	-	0.0	-	-	-	-	0.0
SOMALIA	8	1	3	12	25.0	8	-	2	10	20.0
SOUTH AFRICA	2	4	5	11	45.5	5	2	4	11	36.4
SPAIN	29	-	4	33	12.1	23	-	5	28	17.9
SRI LANKA	9	-	1	10	10.0	9	-	3	12	25.0
STATELESS	4	-	1	5	20.0	4	-	1	5	20.0
SUDAN	7	-	4	11	36.4	7	-	2	9	22.2
SURINAME	1	-	1	2	50.0	1	-	2	3	66.7
SWAZILAND	1	1	2	4	50.0	1	1	2	4	50.0
SWEDEN	20	-	8	28	28.6	17	1	6	24	25.0
SWITZERLAND	11	1	2	14	14.3	12	-	3	15	20.0
SYRIAN ARAB RP	3	-	5	8	62.5	3	-	6	9	66.7
THAILAND	22	1	4	27	14.8	24	-	3	27	11.1
TOGO	4	-	2	6	33.3	4	-	2	6	33.3
TRINIDAD AND TOBAGO	13	2	-	15	0.0	15	-	1	16	6.3
TUNISIA	18	-	3	21	14.3	19	-	2	21	9.5
TURKEY	11	1	-	12	0.0	10	1	-	11	0.0
U A EMIRATES	1	-	-	1	0.0	1	-	-	1	0.0
U REP TANZANIA	15	2	2	19	10.5	16	-	2	18	11.1
UGANDA	11	-	1	12	8.3	10	-	4	14	28.6
UKRAINIAN SSR	2	-	24	26	92.3	2	-	23	25	92.0
UNITED KINGDOM	79	1	13	93	14.0	76	-	12	88	13.6
URUGUAY	7	-	3	10	30.0	7	-	4	11	36.4
USA	324	4	51	379	13.5	328	5	52	385	13.5
USSR	1	1	150	152	98.7	8	2	151	161	93.8

TABLE 5A (CONTINUED)

COUNTRY	30/06/90					30/06/91				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
VANUATU	-	-	-	-	0.0	-	-	-	-	0.0
VENEZUELA	10	1	2	13	15.4	10	-	3	13	23.1
VIET NAM	3	-	-	3	0.0	3	-	-	3	0.0
YEMEN	8	-	1	9	11.1	9	-	-	9	0.0
YUGOSLAVIA	4	3	4	11	36.4	5	5	5	15	33.3
ZAIRE	13	-	2	15	13.3	13	-	2	15	13.3
ZAMBIA	7	-	3	10	30.0	7	-	3	10	30.0
ZIMBABWE	4	-	2	6	33.3	4	-	2	6	33.3
TOTAL	1 758	117	671	2 546	26.4	1 787	117	696	2 600	26.8

TABLE 5B

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION
AND TYPE OF APPOINTMENT

(AS AT 30 JUNE 1990 AND 30 JUNE 1991)

REGION	30/06/90					30/06/91				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
AFRICA	309	20	110	439	25.1	310	13	114	437	26.1
ASIA AND THE PACIFIC	313	12	83	408	20.3	325	14	87	426	20.4
EUROPE (EASTERN)	13	7	226	246	91.9	26	11	226	263	85.9
EUROPE (WESTERN)	434	51	107	592	18.1	425	52	114	591	19.3
LATIN AMERICA	157	12	46	215	21.4	161	10	47	218	21.6
MIDDLE EAST	91	7	30	128	23.4	93	11	31	135	23.0
N. AMERICA & CARIBBEAN	426	7	66	499	13.2	431	6	73	510	14.3
OTHERS	15	1	3	19	15.8	16	-	4	20	20.0
TOTAL	1 758	117	671	2 546	26.4	1 787	117	696	2 800	26.8

TABLE 6A

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(1 JULY 1990-30 JUNE 1991)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
ARGENTINA	-	-	-	-	1	-	-	-	-	1
AUSTRALIA	-	-	-	-	-	1	-	4 (2)	-	5 (2)
AUSTRIA	-	-	-	-	-	-	1	-	-	1
BARBADOS	-	-	-	-	-	1 (1)	-	-	-	1 (1)
BRAZIL	-	-	-	-	-	-	3 (1)	-	-	3 (1)
BULGARIA	-	-	-	1	-	-	-	-	-	1
BURKINA FASO	-	-	-	-	1	-	-	-	-	1
CAMEROON	-	-	-	-	-	-	1	1 (1)	-	2 (1)
CANADA	-	-	-	-	1	-	1	1 (1)	-	3 (1)
CHILE	-	-	1	-	-	-	-	-	-	1
CHINA	1	-	1	2 (1)	-	-	2	-	-	6 (1)
COLOMBIA	-	-	-	-	1	-	-	-	-	1
CZECHOSLOVAKIA	-	-	-	-	-	-	1	-	-	1
DENMARK	-	-	-	1	-	-	1	1	-	3
DJIBOUTI	-	-	-	-	-	-	-	-	1	1
DOMINICAN REP	-	-	-	-	1	-	-	-	-	1
ETHIOPIA	-	-	-	-	-	-	-	1 (1)	-	1 (1)
FINLAND	-	-	-	-	1 (1)	-	-	-	-	1 (1)
FRANCE	-	-	-	1 (1)	-	3 (2)	3 (1)	2	-	9 (4)
GERMANY	-	-	-	-	-	-	2	3 (2)	-	5 (2)
GHANA	-	-	-	-	1	-	-	-	-	1
HUNGARY	-	-	-	-	-	1 (1)	-	2 (1)	-	3 (2)
INDIA	-	1	1	-	-	2	1 (1)	-	-	5 (1)
INDONESIA	-	-	-	-	-	-	-	1 (1)	-	1 (1)
IRAN, ISLAMIC R OF	-	-	-	-	-	-	1	-	-	1
IRAQ	-	-	-	-	1	-	1	-	-	2

TABLE 6A (CONTINUED)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
ISRAEL	-	-	-	-	-	-	-	4 (1)	-	4 (1)
ITALY	1	-	-	-	-	-	2 (1)	1	-	4 (1)
JAPAN	-	-	-	-	-	2	2 (1)	6 (4)	-	10 (5)
JORDAN	-	-	-	1	-	-	-	1 (1)	-	2 (1)
KENYA	-	-	-	-	-	1 (1)	1 (1)	-	-	2 (2)
LEBANON	-	-	-	-	-	-	-	1 (1)	-	1 (1)
MALAWI	-	-	-	-	1	-	1	-	-	2
MEXICO	-	-	-	-	-	-	1 (1)	-	-	1 (1)
NEPAL	-	-	-	-	-	-	1	-	-	1
NETHERLANDS	-	-	-	-	-	1	-	4 (1)	-	5 (1)
NEW ZEALAND	-	-	-	1	-	-	-	-	-	1
NORWAY	-	-	-	-	-	-	-	1	-	1
PAKISTAN	-	-	1	-	-	1	-	-	-	2
PANAMA	-	-	-	-	-	-	-	1	-	1
PERU	-	-	-	-	-	-	-	1 (1)	-	1 (1)
PHILIPPINES	-	-	-	-	-	-	1	-	-	1
POLAND	-	-	-	-	-	1	-	-	-	1
SAINT VINCENT & GR	-	-	-	-	-	-	1 (1)	-	-	1 (1)
SENEGAL	-	-	-	-	-	-	1 (1)	1 (1)	-	2 (2)
SIERRA LEONE	-	-	-	-	-	2 (2)	-	-	-	2 (2)
SINGAPORE	-	-	-	-	-	1 (1)	-	-	-	1 (1)
SPAIN	-	-	-	-	-	-	1 (1)	-	-	1 (1)
SRI LANKA	-	-	-	-	-	1	1	-	-	2
SURINAME	-	-	-	-	-	-	-	1 (1)	-	1 (1)
SWITZERLAND	-	-	-	-	1	1	-	-	-	2
SYRIAN ARAB RP	-	-	-	-	1	-	-	-	-	1

TABLE 6A (CONTINUED)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
UGANDA	-	-	-	-	-	-	1	1 (1)	-	2 (1)
UKRAINIAN SSR	-	-	-	1	-	1	-	-	-	2
UNITED KINGDOM	-	-	-	-	1	2	-	-	-	3
URUGUAY	-	-	-	-	1	-	-	-	-	1
USA	-	-	-	2 (1)	3	8 (6)	3 (2)	2 (1)	-	18 (10)
USSR	-	-	2	2	2	5	10 (2)	3	-	24 (2)
VENEZUELA	-	-	-	-	-	-	-	1 (1)	-	1 (1)
YUGOSLAVIA	-	-	1 (1)	-	-	1 (1)	-	2	-	4 (2)
ZIMBABWE	-	-	-	-	-	-	1	-	-	1
TOTAL	2	1	7 (1)	12 (3)	18 (1)	36 (15)	46 (14)	47 (23)	1	170 (57)

TABLE 6B

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(1 JULY 1990-30 JUNE 1991)

REGION	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA	-	-	-	-	3	3 (3)	6 (2)	4 (4)	1	17 (9)
ASIA AND THE PACIFIC	1	1	3	3 (1)	-	8 (1)	8 (2)	11 (7)	-	35 (11)
EUROPE (EASTERN)	-	-	3 (1)	4	2	9 (2)	11 (2)	7 (1)	-	36 (6)
EUROPE (WESTERN)	1	-	-	2 (1)	2 (1)	6 (2)	10 (3)	12 (3)	-	33 (10)
LATIN AMERICA	-	-	1	-	4	-	4 (2)	4 (3)	-	13 (5)
MIDDLE EAST	-	-	-	1	2	-	2	6 (3)	-	11 (3)
N. AMERICA & CARIBBEAN	-	-	-	2 (1)	4	9 (7)	5 (3)	3 (2)	-	23 (13)
OTHERS	-	-	-	-	1	1	-	-	-	2
TOTAL	2	1	7 (1)	12 (3)	18 (1)	36 (15)	46 (14)	47 (23)	1	170 (57)

TABLE 7A

STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND TYPE OF APPOINTMENT

(SHOWING NUMBER OF FEMALE STAFF)

(1 JULY 1990-30 JUNE 1991)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/91	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
AFGHANISTAN	9	-	-	-	-	-	-	-	-	9	-
ALBANIA	0	-	-	-	-	-	-	-	-	-	-
ALGERIA	19 (2)	-	-	-	1	-	1	-	-	18 (2)	-
ANGOLA	1	-	-	-	-	-	-	-	-	1	-
ANTIGUA AND BARBUDA	3 (3)	-	-	-	-	-	-	-	-	3 (3)	-
ARGENTINA	26 (10)	-	1	1	-	-	-	-	-1	26 (10)	-
AUSTRALIA	27 (12)	3 (1)	2 (1)	5 (2)	-	1 (1)	1 (1)	-	-	31 (13)	-
AUSTRIA	20 (8)	1	-	1	1	-	1	+1 (+1)	-1 (-1)	20 (8)	-
BAHAMAS	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
BAHRAIN	0	-	-	-	-	-	-	-	-	-	-
BANGLADESH	17	-	-	-	1	-	1	-	-	16	-
BARBADOS	5 (3)	-	1 (1)	1 (1)	-	-	-	-	-	6 (4)	-
BELGIUM	22 (5)	-	-	-	-	1	1	-	-	21 (5)	-
BELIZE	2 (2)	-	-	-	-	-	-	-	-	2 (2)	-
BENIN	7 (1)	-	-	-	-	-	-	-	-	7 (1)	-
BHUTAN	4	-	-	-	-	-	-	-	-	4	-
BOLIVIA	5	-	-	-	-	-	-	+1	-	6	-
BOTSWANA	2 (1)	-	-	-	1	-	1	-	-	1 (1)	-
BRAZIL	29 (10)	-	3 (1)	3 (1)	3 (1)	1	4 (1)	-	-1	27 (10)	-
BRUNEI DARUSSALAM	0	-	-	-	-	-	-	-	-	-	-
BULGARIA	8	-	1	1	-	-	-	-	-	9	-
BURKINA FASO	7 (1)	-	1	1	-	1	1	-	-	7 (1)	-
BURUNDI	9 (2)	-	-	-	-	-	-	+1	-	10 (2)	-
BYELORUSSN SSR	12	-	-	-	-	-	-	+1	-	13	-
CAMBODIA	3	-	-	-	-	-	-	-	-	3	-
CAMEROON	13 (2)	-	2 (1)	2 (1)	-	1	1	-	-	14 (3)	-
CANADA	51 (12)	-	3 (1)	3 (1)	2	-	2	+2 (+2)	-1 (-1)	53 (14)	-
CAPE VERDE	1	-	-	-	-	-	-	-	-	1	-
CENT AFR REP	4	-	-	-	-	-	-	-	-	4	-
CHAD	4	-	-	-	1	-	1	-	-	3	-

TABLE 7A (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/91	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
CHILE	27 (8)	-	1	1	3 (1)	-	3 (1)	+3 (+1)	-	28 (9)	-
CHINA	40 (15)	-	6 (1)	6 (1)	2 (1)	2 (1)	4 (2)	-	-	42 (14)	-
COLOMBIA	10 (2)	-	1	1	-	1	1	-	-1 (-1)	9 (1)	-
COMOROS	2	-	-	-	-	-	-	-	-	2	-
CONGO	6	-	-	-	-	-	-	+1	-	7	-
COSTA RICA	3	-	-	-	-	-	-	-	-	3	-
COTE D'IVOIRE	11 (1)	-	-	-	-	-	-	-	-	11 (1)	-
CUBA	11 (4)	-	-	-	-	-	-	-	-	11 (4)	1
CYPRUS	5	-	-	-	-	-	-	-	-	5	-
CZECHOSLOVAKIA	14 (2)	-	1	1	-	1	1	-	-	14 (2)	-
DENMARK	18 (6)	1	2	3	-	1	1	-	-1 (-1)	19 (5)	-
DJIBOUTI	0	-	1	1	-	-	-	-	-	1	-
DOMINICA	0	-	-	-	-	-	-	+1	-	1	-
DOMINICAN REP	6 (2)	-	1	1	-	-	-	-	-1	6 (2)	-
ECUADOR	4 (1)	-	-	-	-	-	-	-	-	4 (1)	-
EGYPT	11 (2)	-	-	-	-	-	-	-	-1 (-1)	10 (1)	-
EL SALVADOR	5	-	-	-	-	-	-	-	-	5	-
EQUATL GUINEA	3	-	-	-	-	-	-	-	-	3	-
ETHIOPIA	27 (6)	-	1 (1)	1 (1)	1	-	1	+2	-	29 (7)	-
FIJI	6 (1)	-	-	-	-	-	-	+1	-	7 (1)	-
FINLAND	12 (4)	-	1 (1)	1 (1)	-	1 (1)	1 (1)	-	-	12 (4)	-
FRANCE	109 (48)	-	9 (4)	9 (4)	8 (5)	1 (1)	9 (6)	-	-	109 (46)	-
GABON	3	-	-	-	-	-	-	-	-	3	-
GAMBIA	8 (0)	-	-	-	-	-	-	+1 (+1)	-2	7 (1)	-
GERMANY	112 (35)	2 (1)	3 (1)	5 (2)	3	2	5	+17 (+2)	-6 (-2)	123 (37)	-
GHANA	16 (2)	-	1	1	1	1 (1)	2 (1)	-	-	15 (1)	-
GREECE	13 (5)	-	-	-	-	-	-	-	-	13 (5)	-
GRENADA	2	-	-	-	-	-	-	+1	-	3	-
GUATEMALA	7 (2)	-	-	-	-	-	-	-	-	7 (2)	-
GUINEA	6 (1)	-	-	-	-	-	-	-	-	6 (1)	-
GUINEA-BISSAU	1	-	-	-	-	-	-	-	-	1	-

TABLE 7A (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/91	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
GUYANA	16 (7)	-	-	-	-	-	-	-	-	16 (7)	-
HAITI	5 (3)	-	-	-	-	-	-	+1 (+1)	-	6 (4)	-
HONDURAS	2	-	-	-	-	-	-	-	-	2	-
HUNGARY	6 (2)	2 (1)	1 (1)	3 (2)	-	-	-	-	-	9 (4)	-
ICELAND	5	-	-	-	-	-	-	-	-	5	-
INDIA	36 (7)	-	5 (1)	5 (1)	2	1	3	+3	-	41 (8)	-
INDONESIA	6 (1)	1 (1)	-	1 (1)	-	-	-	+1 (+1)	-	8 (3)	-
IRAN, ISLAMIC R OF	18 (6)	-	1	1	-	-	-	-	-1	18 (6)	-
IRAQ	16 (2)	-	2	2	-	1	1	-	-	17 (2)	-
IRELAND	14 (4)	-	-	-	-	-	-	-	-	14 (4)	-
ISRAEL	11 (3)	4 (1)	-	4 (1)	-	-	-	-	-	15 (4)	-
ITALY	52 (12)	-	4 (1)	4 (1)	3	2	5	+2	-1	52 (13)	-
JAMAICA	18 (4)	-	-	-	2	-	2	+2 (+1)	-	18 (5)	-
JAPAN	91 (33)	5 (3)	5 (2)	10 (5)	7 (1)	4	11 (1)	+3 (+2)	-5 (-3)	88 (36)	-
JORDAN	13 (0)	-	2 (1)	2 (1)	1	-	1	-	-	14 (1)	-
KENYA	14 (2)	-	2 (2)	2 (2)	-	1 (1)	1 (1)	-	-	15 (3)	-
KUWAIT	0	-	-	-	-	-	-	-	-	-	-
LAO P DEM REP	1	-	-	-	-	-	-	-	-	1	-
LEBANON	19 (3)	-	1 (1)	1 (1)	-	-	-	-	-	20 (4)	-
LESOTHO	7 (5)	-	-	-	-	-	-	-	-	7 (5)	-
LIBERIA	10 (4)	-	-	-	1	-	1	-	-	9 (4)	-
LIBYAN ARAB J	7 (1)	-	-	-	-	-	-	-	-	7 (1)	-
LIECHTENSTEIN	0	-	-	-	-	-	-	-	-	-	-
LUXEMBOURG	5 (2)	-	-	-	1 (1)	-	1 (1)	-	-	4 (1)	-
MADAGASCAR	9 (1)	-	-	-	-	-	-	-	-	9 (1)	-
MALAWI	9 (1)	-	2	2	1	-	1	-	-1	9 (1)	-
MALAYSIA	15 (3)	-	-	-	-	-	-	-	-	15 (3)	-
MALDIVES	0	-	-	-	-	-	-	-	-	-	-
MALI	10	-	-	-	-	-	-	-	-	10	-

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TABLE 7A (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/91	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
MALTA	6 (1)	-	-	-	-	-	-	-	-	6 (1)	-
MAURITANIA	5	-	-	-	-	-	-	-	-	5	-
MAURITIUS	13	-	-	-	1	-	1	-	-	12	-
MEXICO	27 (10)	-	1 (1)	1 (1)	2	-	2	+1 (+1)	-	27 (12)	-
MONGOLIA	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
MOROCCO	11 (3)	-	-	-	-	-	-	-	-	11 (3)	-
MOZAMBIQUE	0	-	-	-	-	-	-	+1	-	1	-
MYANMAR	7	-	-	-	-	-	-	-	-	7	-
NAMIBIA	2 (1)	-	-	-	-	-	-	-	-	2 (1)	-
NEPAL	12	-	1	1	-	-	-	-	-	13	-
NETHERLANDS	32 (4)	3 (1)	2	5 (1)	1 (1)	1	2 (1)	-	-	35 (4)	-
NEW ZEALAND	7 (4)	-	1	1	-	-	-	-	-	8 (4)	-
NICARAGUA	3 (1)	-	-	-	-	-	-	-	-	3 (1)	-
NIGER	4 (1)	-	-	-	-	-	-	-	-	4 (1)	-
NIGERIA	16 (1)	-	-	-	1	-	1	+1	-	16 (1)	-
NORWAY	14 (7)	1	-	1	-	-	-	-	-	15 (7)	-
OMAN	2 (1)	-	-	-	-	-	-	-	-	2 (1)	-
PAKISTAN	13 (2)	-	2	2	-	1	1	+2	-	16 (2)	-
PALESTINE	0	-	-	-	-	-	-	-	-	-	-
PANAMA	3	1	-	1	-	-	-	-	-	4	-
PAPUA N GUINEA	3	-	-	-	-	-	-	-	-	3	-
PARAGUAY	1	-	-	-	-	-	-	-	-	1	-
PERU	16 (5)	-	1 (1)	1 (1)	2	-	2	+1	-	16 (6)	-
PHILIPPINES	85 (38)	-	1	1	1	1	2	+1	-	85 (38)	-
POLAND	14 (1)	-	1	1	-	1	1	-	-	14 (1)	-
PORTUGAL	4 (2)	-	-	-	1	-	1	-	-	3 (2)	-
QATAR	1	-	-	-	-	-	-	-	-	1	-
REP OF KOREA	0	-	-	-	-	-	-	-	-	-	-
ROMANIA	3	-	-	-	-	-	-	-	-	3	-
RWANDA	3	-	-	-	-	-	-	-	-	3	-
S TOME PRINCPE	0	-	-	-	-	-	-	-	-	-	-
SAINT KITTS & NEVIS	2 (2)	-	-	-	-	-	-	-	-1 (-1)	1 (1)	-
SAINT LUCIA	4 (2)	-	-	-	-	-	-	-	-	4 (2)	-

TABLE 7A (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	APPOINTMENTS			SEPARATIONS &			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/91	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
SAINT VINCENT & GR	1	-	1 (1)	1 (1)	-	1 (1)	1 (1)	-	-	1	-
SAMOA	2	-	-	-	-	-	-	-	-	2	-
SAUDI ARABIA	4 (4)	-	-	-	-	-	-	-	-	4 (4)	-
SENEGAL	14 (4)	-	2 (2)	2 (2)	-	-	-	-	-1	15 (6)	-
SEYCHELLES	2	-	-	-	-	-	-	-	-	2	-
SIERRA LEONE	15 (2)	-	2 (2)	2 (2)	2	-	2	-	-	15 (4)	-
SINGAPORE	12 (6)	-	1 (1)	1 (1)	-	-	-	-	-	13 (7)	-
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-	-
SOMALIA	12 (2)	-	-	-	1	1	2	-	-	10 (2)	-
SOUTH AFRICA	11 (3)	-	-	-	-	-	-	-	-	11 (3)	-
SPAIN	33 (10)	-	1 (1)	1 (1)	5 (1)	-	5 (1)	-	-1	28 (10)	-
SRI LANKA	10 (2)	-	2	2	1	-	1	+1	-	12 (2)	-
STATELESS	5	-	-	-	-	-	-	-	-	5	-
SUDAN	11	-	-	-	-	2	2	-	-	9	-
SURINAME	2 (1)	-	1 (1)	1 (1)	-	-	-	-	-	3 (2)	-
SWAZILAND	4 (2)	-	-	-	-	-	-	-	-	4 (2)	-
SWEDEN	28 (7)	-	-	-	3	-	3	-	-1	24 (7)	-
SWITZERLAND	14 (5)	-	2	2	-	1	1	-	-	15 (5)	-
SYRIAN ARAB RP	8	-	1	1	-	-	-	-	-	9	-
THAILAND	27 (16)	-	-	-	-	-	-	-	-	27 (16)	-
TOGO	6	-	-	-	-	-	-	-	-	6	-
TRINIDAD AND TOBAGO	15 (6)	-	-	-	-	-	-	+1	-	16 (6)	-
TUNISIA	21 (1)	-	-	-	-	-	-	-	-	21 (1)	-
TURKEY	12 (3)	-	-	-	1	-	1	-	-	11 (3)	-
U A EMIRATES	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
U REP TANZANIA	19 (4)	-	-	-	-	-	-	-	-1	18 (4)	-
UGANDA	12 (2)	-	2 (1)	2 (1)	1	-	1	+1	-	14 (4)	-
UKRAINIAN SSR	28 (3)	-	2	2	-	3	3	-	-	25 (3)	-
UNITED KINGDOM	93 (36)	-	3	3	7 (2)	2 (1)	9 (3)	-3 (+2)	-2	88 (35)	-

TABLE 7A (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/91	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
URUGUAY	10 (2)	-	1	1	-	-	-	-	-	11 (2)	-
USA	379 (160)	-	18 (10)	18 (10)	11 (3)	10 (3)	21 (6)	+17 (+1)	-8 (-6)	385 (169)	-
USSR	152 (13)	1	23 (2)	24 (2)	-	16 (2)	16 (2)	+2	-1	161 (13)	-
VANUATU	0	-	-	-	-	-	-	-	-	-	-
VENEZUELA	13 (8)	-	1 (1)	1 (1)	1 (1)	-	1 (1)	-	-	13 (8)	-
VIET NAM	3 (1)	-	-	-	-	-	-	-	-	3 (1)	-
YEMEN	9 (1)	-	-	-	-	-	-	-	-	9 (1)	-
YUGOSLAVIA	11 (1)	2	2 (2)	4 (2)	-	-	-	-	-	15 (3)	-
ZAIRE	15 (2)	-	-	-	-	-	-	-	-	15 (2)	-
ZAMBIA	10	-	-	-	-	-	-	-	-	10	-
ZIMBABWE	6 (1)	-	1	1	-	1	1	-	-	6 (1)	-
TOTAL	2 545 (723)	27 (9)	143 (48)	170 (57)	88 (18)	65 (13)	153 (31)	+77 (+28)	-40 (-17)	2 600 (759)	1

a/ These columns include all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ These columns show gains and losses resulting from such changes as movements of staff
1. between posts subject to geographical distribution and posts with special language requirements;
2. placed on special leave without pay or returned from such leave;
3. detailed or assigned to a technical assistance project or returned from such project;
4. seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;
5. promoted from the General Service category to the Professional category;
6. after a change of nationality status.

c/ Staff members with permanent resident status in the United States of America.

TABLE 7B

STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION AND TYPE OF APPOINTMENT

(SHOWING NUMBER OF FEMALE STAFF)

(1 JULY 1990-30 JUNE 1991)

REGION	NUMBER OF STAFF 30/06/90	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/91	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
AFRICA	439 (64)		17 (9)	17 (9)	13	8 (2)	21 (2)	+8 (+1)	-6 (-1)	437 (72)	-
ASIA AND THE PACIFIC	408 (140)	9 (5)	26 (6)	35 (11)	14 (2)	10 (2)	24 (4)	+12 (+3)	-5 (-3)	426 (147)	-
EUROPE (EASTERN)	246 (22)	5 (1)	31 (5)	36 (6)	-	21 (2)	21 (2)	+3	-1	263 (26)	-
EUROPE (WESTERN)	592 (196)	8 (2)	25 (8)	33 (10)	33 (10)	11 (3)	44 (13)	+23 (+5)	-14 (-4)	591 (194)	-
LATIN AMERICA	215 (70)	1	12 (5)	13 (5)	11 (3)	2	13 (3)	+7 (+3)	-3 (-1)	218 (74)	1
MIDDLE EAST	128 (24)	4 (1)	7 (2)	11 (3)	2	1	3	-	-1	135 (27)	-
N. AMERICA & CARIBBEAN	499 (202)	-	23 (13)	23 (13)	15 (3)	11 (4)	26 (7)	+24 (+14)	-10 (-8)	510 (214)	-
OTHERS	19 (5)	-	2	2	-	1	1	-	-	20 (5)	-
TOTAL	2 546 (723)	27 (9)	143 (48)	170 (57)	88 (18)	65 (13)	153 (31)	+77 (+26)	-40 (-17)	2 600 (759)	1

a/ These columns include all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ These columns show gains and losses resulting from such changes as movements of staff
1. between posts subject to geographical distribution and posts with special language requirements;
2. placed on special leave without pay or returned from such leave;
3. detailed or assigned to a technical assistance project or returned from such project;
4. seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;
5. promoted from the General Service category to the Professional category;
6. after a change of nationality status.

c/ Staff members with permanent resident status in the United States of America.

TABLE 8A

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1991)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91
ALGERIA	3	1	1	1	-	-	3
ANTIGUA AND BARBUDA	1 (1)	1 (1)	-	-	-	-	1 (1)
ARGENTINA	29 (13)	6 (3)	14 (7)	7 (3)	-	-	27 (13)
AUSTRALIA	2 (2)	-	1 (1)	-	-	-	1 (1)
AUSTRIA	2 (1)	-	2 (1)	-	-	-	2 (1)
BELGIUM	11 (3)	1	5 (3)	4	1	-	11 (3)
BENIN	1	-	-	1	-	-	1
BOLIVIA	1 (1)	-	1 (1)	-	-	-	1 (1)
BULGARIA	1	-	1	-	-	-	1
BYELORUSSN SSR	6	-	1	5	1	-	7
CANADA	11 (6)	1	4 (1)	6 (4)	2 (1)	-	13 (6)
CHILE	18 (10)	3	6 (4)	5 (4)	1	-	15 (8)
CHINA	134 (29)	19 (2)	40 (8)	50 (11)	23 (9)	1	133 (30)
COLOMBIA	6 (5)	1 (1)	3 (2)	2 (2)	-	-	6 (5)
COSTA RICA	1	-	-	1	-	-	1
COTE D'IVOIRE	1	-	-	-	1	-	1
CUBA	3 (1)	-	3 (1)	-	-	-	3 (1)
ECUADOR	3 (2)	-	3 (2)	-	-	-	3 (2)
EGYPT	91 (21)	15 (3)	39 (9)	34 (9)	1 (1)	-	89 (22)
FRANCE	123 (80)	20 (13)	46 (28)	39 (27)	4 (3)	-	109 (71)
GERMANY	3 (2)	2 (1)	1 (1)	1	-	-	4 (2)
GHANA	2	-	-	2	-	-	2
GUATEMALA	1 (1)	-	-	1 (1)	-	-	1 (1)
GUYANA	3 (2)	-	-	3 (2)	-	-	3 (2)
HAITI	1 (1)	-	-	-	-	-	0 (0)
IRAQ	1	-	1	-	-	-	1
IRELAND	1	-	-	1	-	-	1
ISRAEL	3 (1)	-	1 (1)	2	-	-	3 (1)

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TABLE 8A (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91
ITALY	2 (1)	-	1	1 (1)	-	-	2 (1)
JAMAICA	3 (3)	-	1 (1)	2 (2)	-	-	3 (3)
JORDAN	6 (1)	4	-	2 (1)	2 (1)	-	8 (2)
LEBANON	8 (3)	1	1 (1)	6 (2)	-	-	8 (3)
MADAGASCAR	1 (1)	-	-	-	1 (1)	-	1 (1)
MALAYSIA	1	-	1	-	-	-	1
MALI	1	-	-	1	-	-	1
MEXICO	7 (5)	1	3 (2)	1 (1)	1 (1)	-	6 (4)
MOROCCO	2	-	-	2	-	-	2
NETHERLANDS	1 (1)	-	-	-	2 (1)	-	2 (1)
NEW ZEALAND	1	-	-	1	-	-	1
PALESTINE	2	-	-	2	-	-	2
PANAMA	1	-	-	1	-	-	1
PARAGUAY	1 (1)	1 (1)	-	-	-	-	1 (1)
PERU	7 (3)	-	4 (2)	2	1 (1)	-	7 (3)
SENEGAL	5	-	2	2	1	-	5
SPAIN	31 (9)	4	17 (5)	4 (2)	2	-	27 (7)
STATELESS	1	-	1	-	-	-	1
SUDAN	6	1	2	3	-	-	6
SWITZERLAND	10 (6)	2	5 (3)	3 (3)	-	-	10 (6)
SYRIAN ARAB RP	22 (6)	2 (1)	8 (1)	11 (4)	1	-	22 (6)
TRINIDAD AND TOBAGO	2 (1)	1	-	1 (1)	-	-	2 (1)
TUNISIA	14 (2)	-	7 (1)	7 (1)	-	-	14 (2)
UKRAINIAN SSR	5	-	-	3	2	-	5
UNITED KINGDOM	78 (35)	16 (5)	36 (18)	18 (8)	2 (2)	-	70 (31)
URUGUAY	7 (3)	2 (1)	2 (1)	1 (1)	1	-	6 (3)
USA	87 (48)	8 (3)	35 (18)	32 (20)	11 (9)	-	86 (48)
USSR	140 (6)	13	36 (1)	82 (4)	30	-	141 (5)
VENEZUELA	1	-	-	-	-	-	0
YEMEN	1	-	-	1	-	-	1
TOTAL	915 (317)	128 (35)	335 (120)	332 (114)	91 (30)	1	885 (299)

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TABLE 8B

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS BY REGION AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1991)

REGION	NUMBER OF STAFF 30/06/90	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91
AFRICA	127 (24)	17 (3)	51 (10)	53 (10)	4 (2)	-	125 (25)
ASIA AND THE PACIFIC	138 (31)	19 (2)	42 (9)	51 (11)	23 (9)	1	136 (31)
EUROPE (EASTERN)	152 (6)	13	38 (1)	70 (4)	33	-	154 (5)
EUROPE (WESTERN)	250 (132)	43 (19)	108 (54)	86 (38)	11 (6)	-	228 (117)
LATIN AMERICA	87 (46)	14 (6)	39 (22)	21 (12)	4 (2)	-	78 (42)
MIDDLE EAST	41 (11)	7 (1)	11 (3)	22 (7)	3 (1)	-	43 (12)
N. AMERICA & CARIBBEAN	107 (61)	11 (4)	40 (18)	44 (29)	13 (10)	-	108 (61)
OTHERS	13 (6)	2	6 (3)	5 (3)	-	-	13 (6)
TOTAL	915 (317)	126 (35)	335 (120)	332 (114)	91 (30)	1	885 (299)

TABLE 9A

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE
BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1991)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/90	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91
AFGHANISTAN	0	-	-	-	-	-	1	-	-	-	1
ARGENTINA	2	1	-	-	-	-	1	-	-	-	2
AUSTRIA	1	-	1	-	-	-	-	-	-	-	1
BRAZIL	1	-	-	1	-	-	-	-	-	-	1
CANADA	2	-	1	-	-	-	1	-	-	-	2
CHILE	0	-	-	-	-	-	-	1	-	-	1
CYPRUS	1	-	1	-	-	-	-	-	-	-	1
ETHIOPIA	0	-	-	-	-	-	-	2	-	-	2
FINLAND	0	-	1	-	-	-	-	-	-	-	1
FRANCE	1	-	-	-	-	-	-	-	-	-	0
GERMANY	1	-	-	-	-	-	-	-	-	-	0
GHANA	1 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)
GRENADA	1	1	-	-	-	-	-	-	-	-	1
IRAN, ISLAMIC R OF	1	-	-	-	-	-	-	-	-	-	0
IRELAND	1	-	-	1	-	-	-	-	-	-	1
ITALY	1	-	-	-	-	-	-	-	-	-	0
JAPAN	2	-	-	-	-	-	-	-	-	-	0
NIGERIA	1	-	-	-	-	-	-	-	-	-	0
NORWAY	1	-	-	-	-	-	-	-	-	-	0
PERU	0	-	-	-	-	-	-	1	-	-	1
POLAND	1	-	-	-	-	-	2	1	-	-	3
SPAIN	0	-	-	-	-	-	1	-	-	-	1
SRI LANKA	2	-	-	-	-	-	-	1	-	-	1
SWEDEN	2	-	1	-	2	-	-	-	-	-	3
SWITZERLAND	0	1	-	-	-	-	-	-	-	-	1
YUGOSLAVIA	1	-	-	-	-	-	-	-	-	-	0
TOTAL	24 (1)	3	5	2	2	-	6	7 (1)	-	-	25 (1)

TABLE 9B

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE
BY REGION AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1991)

REGION	NUMBER OF STAFF 30/06/90	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/91
AFRICA	2 (1)	-	-	-	-	-	-	3 (1)	-	-	3 (1)
ASIA AND THE PACIFIC	4	-	-	-	-	-	-	1	-	-	1
EUROPE (EASTERN)	2	-	-	-	-	-	2	1	-	-	3
EUROPE (WESTERN)	8	-	3	1	2	-	1	-	-	-	7
LATIN AMERICA	3	1	-	1	-	-	1	2	-	-	5
MIDDLE EAST	2	-	1	-	-	-	1	-	-	-	2
N. AMERICA & CARIBBEAN	3	1	1	-	-	-	1	-	-	-	3
OTHERS	0	1	-	-	-	-	-	-	-	-	1
TOTAL	24 (1)	3	5	2	2	-	6	7 (1)	-	-	25 (1)

TABLE 10

WEIGHTED* AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL STAFF POSITION IN POINTS

(AS AT 30 JUNE 1991)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Afghanistan	.01%	2-14	7.36	9	153-727	441	55
Albania	.01%	2-14	7.03	0	133-707	421	0
Algeria	.15%	5-14	9.67	18	291-865	579	1,316
Angola	.01%	2-14	7.20	1	143-718	431	54
Antigua and Barbuda	.01%	2-14	6.94	3	128-702	416	145
Argentina	.66%	13-22	17.44	26	756-1331	1,044	1,691
Australia	1.57%	26-35	30.55	31	154 -2116	1,829	1,991
Austria	.74%	13-23	17.96	20	784-1363	1,077	1,325
Bahamas	.02%	2-14	7.10	1	137-712	425	55
Bahrain	.02%	2-14	7.10	0	137-712	425	0
Bangladesh	.01%	5-15	9.77	16	297-872	585	1,138
Barbados	.01%	2-14	6.95	6	128-703	416	360
Belgium	1.17%	20-29	24.43	21	1174-1749	1,462	1,289
Belize	.01%	2-14	6.95	2	128-703	416	107
Benin	.01%	2-14	7.06	7	135-710	423	433
Bhutan	.01%	2-14	6.98	4	130-706	418	162
Bolivia	.01%	2-14	7.13	6	139-714	427	360
Botswana	.01%	2-14	6.97	1	130-704	417	38
Brazil	1.45%	27-37	32.24	27	1641-2219	1,930	1,507
Brunei Darussalam	.04%	3-14	7.39	0	155-729	443	0
Bulgaria	.15%	4-14	9.26	9	266-841	554	563
Burkina Faso	.01%	2-14	7.17	7	142-716	429	454
Burundi	.01%	2-14	7.08	10	138-711	424	532
Byelorussian SSR	.33%	7-17	11.96	13	428-1003	716	664
Cambodia	.01%	2-14	7.15	3	140-715	428	202
Cameroon	.01%	2-14	7.25	14	148-721	434	746
Canada	3.09%	45-61	53.38	53	2716-3674	3,195	3,441
Cape Verde	.01%	2-14	6.95	1	128-703	416	48
Central African Rep	.01%	2-14	7.02	4	132-707	420	174
Chad	.01%	2-14	7.09	3	136-711	424	169
Chile	.08%	4-14	8.32	28	211-785	498	1,697
China	.79%	41-56	48.35	42	2460-3328	2,894	2,764
Colombia	.14%	5-15	9.73	9	295-868	583	587
Comoros	.01%	2-14	6.95	2	129-703	416	96
Congo	.01%	2-14	7.00	7	131-706	419	431
Costa Rica	.02%	2-14	7.17	3	141-716	429	178
Cote d'Ivoire	.02%	3-14	7.40	11	155-730	443	542
Cuba	.09%	4-14	8.41	11	216-780	503	514
Cyprus	.02%	2-14	7.11	5	138-712	425	395
Czechoslovakia	.66%	12-22	17.01	14	730-1305	1,018	735
Denmark	.69%	12-22	17.17	19	740-1315	1,028	1,100
Djibouti	.01%	2-14	6.95	1	128-703	416	29
Dominica	.01%	2-14	6.94	1	128-702	416	73
Dominican Republic	.03%	3-14	7.42	6	157-731	444	304
Ecuador	.03%	3-14	7.52	4	162-737	450	232
Egypt	.07%	4-14	9.24	10	266-840	553	783
El Salvador	.01%	2-14	7.08	5	138-711	424	336
Equatorial Guinea	.01%	2-14	6.95	3	128-703	416	114
Ethiopia	.01%	3-14	8.26	29	206-781	494	1,464
Fiji	.01%	2-14	6.96	7	129-703	417	548
Finland	.51%	10-19	14.50	12	580-1155	868	728
France	6.25%	88-118	101.10	109	5144-6958	6,052	6,573
Gabon	.03%	2-14	7.27	3	147-722	435	114
Gambia	.01%	2-14	6.96	7	129-704	417	465
Germany	9.36%	126-170	147.88	123	7524-10178	8,852	7,064
Ghana	.01%	3-14	7.33	15	151-725	439	1,233
Greece	.40%	8-18	13.00	13	490-1065	778	748
Grenada	.01%	2-14	6.94	3	128-702	416	150
Guatemala	.02%	3-14	7.33	7	151-725	439	464
Guinea	.01%	2-14	7.09	8	137-711	424	370
Guinea-Bissau	.01%	2-14	6.97	1	129-704	417	38
Guyana	.01%	2-14	6.96	16	129-704	417	1,023
Haiti	.01%	2-14	7.09	6	137-711	424	418
Honduras	.01%	2-14	7.07	2	136-710	423	86
Hungary	.21%	5-15	10.19	9	322-867	810	418
Iceland	.03%	2-14	7.24	5	146-720	434	336
India	.37%	29-39	33.88	41	1723-2331	2,027	2,348
Indonesia	.15%	9-19	13.78	8	537-1112	825	465
Iran, Islamic Rep of	.69%	14-23	18.48	18	818-1393	1,106	1,146
Iraq	.12%	4-14	9.06	17	255-829	542	1,176

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TABLE 10 (CONTINUED)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Ireland	18%	5-14	9.56	14	284-859	572	835
Israel	21%	5-15	10.03	15	213-887	600	668
Italy	3.99%	57-78	67.57	52	3438-4650	4,045	3,015
Jamaica	.01%	2-14	7.00	18	131-706	419	1,061
Japan	11.38%	152-206	179.06	86	9111-12325	10,718	4,829
Jordan	.01%	2-14	7.04	14	134-708	422	874
Kenya	.01%	3-14	7.60	15	167-742	455	985
Kuwait	.29%	6-16	11.15	0	380-954	668	0
Lao People's Dem Rep	.01%	2-14	7.05	1	134-709	422	59
Lebanon	.01%	2-14	7.01	20	132-707	420	1,273
Lesotho	.01%	2-14	6.99	7	130-705	418	350
Liberia	.01%	2-14	7.01	9	132-706	419	484
Libyan Arab Jamah	.28%	6-16	11.07	7	375-949	662	453
Liechtenstein	.01%	2-14	6.94	0	126-702	416	0
Luxembourg	.06%	3-14	7.89	4	173-747	461	174
Madagascar	.01%	2-14	7.25	9	146-721	434	538
Malawi	.01%	2-14	7.15	9	140-715	428	550
Malaysia	.11%	4-14	8.89	15	244-819	532	994
Maldives	.01%	2-14	6.95	0	128-703	416	0
Mali	.01%	2-14	7.15	10	140-715	428	571
Malta	.01%	2-14	6.95	6	128-703	416	419
Mauritania	.01%	2-14	6.99	5	131-705	419	301
Mauritius	.01%	2-14	6.97	12	129-704	417	838
Mexico	.94%	18-28	23.00	27	1089-1863	1,377	1,440
Mongolia	.01%	2-14	7.00	1	131-706	419	38
Morocco	.04%	3-14	8.04	11	193-768	481	731
Mozambique	.01%	3-14	7.35	1	152-727	440	59
Myanmar	.01%	3-14	8.03	7	193-767	480	394
Namibia	.01%	2-14	6.99	2	130-705	418	96
Nepal	.01%	3-14	7.43	13	157-732	445	895
Netherlands	1.65%	27-36	31.69	35	1609-2184	1,897	1,923
New Zealand	.24%	6-15	10.44	8	337-912	625	582
Nicaragua	.01%	2-14	7.04	3	134-708	421	205
Niger	.01%	2-14	7.14	4	140-714	427	239
Nigeria	.20%	8-17	12.55	16	464-1038	751	1,158
Norway	.55%	10-20	15.07	15	614-1189	902	628
Oman	.02%	2-14	7.13	2	139-714	427	156
Pakistan	.06%	6-15	10.57	16	345-920	633	1,270
Panama	.02%	2-14	7.15	4	140-715	428	208
Papua New Guinea	.01%	2-14	7.04	3	133-708	421	124
Paraguay	.03%	3-14	7.35	1	152-727	440	59
Peru	.06%	3-14	8.26	18	207-781	495	997
Philippines	.09%	5-15	9.73	66	294-869	582	3,256
Poland	.56%	11-21	16.11	14	677-1251	965	904
Portugal	.18%	5-15	9.74	3	295-870	583	167
Qatar	.05%	3-14	7.55	1	164-739	452	38
Romania	.19%	5-15	10.23	3	324-899	612	225
Rwanda	.01%	2-14	7.13	3	139-713	427	144
Saint Kitts and Nevis	.01%	2-14	6.94	1	128-702	416	38
Saint Lucia	.01%	2-14	6.94	4	128-703	416	183
Saint Vincent	.01%	2-14	6.94	1	128-702	416	48
Samoa	.01%	2-14	6.94	2	128-703	416	96
Sao Tome and Principe	.01%	2-14	6.94	0	128-702	416	0
Saudi Arabia	1.02%	18-27	22.32	4	1048-1623	1,336	232
Senegal	.01%	2-14	7.13	15	139-714	427	852
Seychelles	.01%	2-14	6.94	2	128-702	416	96
Sierra Leone	.01%	2-14	7.05	15	134-709	422	1,049
Singapore	.11%	4-14	8.50	13	221-795	509	778
Solomon Islands	.01%	2-14	6.95	0	128-703	416	0
Somalia	.01%	2-14	7.13	10	139-714	427	632
South Africa	.45%	10-19	14.39	11	574-1148	862	560
Spain	1.95%	31-42	36.78	28	1871-2531	2,202	1,666
Sri Lanka	.01%	3-14	7.39	12	154-729	442	790
Sudan	.01%	3-14	7.59	9	167-741	454	573
Suriname	.01%	2-14	6.95	3	128-703	416	145
Swaziland	.01%	2-14	6.96	4	129-704	417	192
Sweden	1.21%	20-30	24.99	24	1208-1783	1,496	1,805
Syrian Arab Republic	.04%	3-14	7.70	9	173-748	461	649
Thailand	.10%	5-15	9.75	27	296-871	584	1,303
Togo	.01%	2-14	7.03	6	133-708	421	398

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TABLE 10 (CONTINUED)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Trinidad and Tobago	.06%	3-14	7.57	16	186-740	453	899
Tunisia	.03%	3-14	7.45	21	158-733	446	1,541
Turkey	.32%	8-18	13.05	11	493-1068	781	702
Uganda	.01%	3-14	7.42	14	156-731	444	865
Ukrainian SSR	1.25%	22-32	26.73	25	1312-1887	1,600	1,357
Union Soviet Soc Rep	9.99%	137-185	161.14	161	8199-11091	9,646	9,570
United Arab Emirates	.19%	5-14	9.65	1	290-865	578	59
United Kingdom	4.86%	68-93	80.48	88	4095-5538	4,818	5,384
United Rep Tanzania	.01%	3-14	7.80	18	167-742	455	1,191
United States America	25.00%	327-442	384.62	385	19570-26476	23,023	23,049
Uruguay	.04%	3-14	7.47	11	159-734	447	688
Vanuatu	.01%	2-14	6.94	0	128-703	416	0
Venezuela	.57%	11-21	15.77	13	656-1231	944	753
Viet Nam	.01%	4-14	8.67	3	231-806	519	145
Yemen	.01%	2-14	7.24	9	146-720	433	573
Yugoslavia	.46%	9-19	14.25	15	565-1140	853	925
Zaire	.01%	3-14	7.86	15	183-757	470	873
Zambia	.01%	2-14	7.15	10	140-715	428	598
Zimbabwe	.02%	3-14	7.33	6	151-726	439	359

* Weighted by starting salary as follows:

Grade	No. of Staff	%	Base 2,700	X	$ G.P.A.	=	Points
USG	27	1.04	28.1		128.7		3,616.5
ASG	17	.65	17.6		116.4		2,048.6
D-2	85	3.27	88.3		94.5		8,344.4
D-1	243	9.35	252.5		83.0		20,957.5
P-5	462	17.77	479.8		72.8		34,929.4
P-4	697	26.81	723.9		59.3		42,927.3
P-3	656	25.23	681.2		47.9		32,629.5
P-2	396	15.23	411.2		38.1		15,666.7
P-1	17	.65	17.6		28.5		501.6
	2600	100.00	2,700.2				161,621.5

Average weight per post	59.86 points	(161,621.5 / 2,700)	
Membership factor	64,648.8 points	(1,080.00 x 59.86)	40.0%
Population factor	8,081.1 points	(135.00 x 59.86)	5.0%
Contribution factor	88,891.6 points	(161,621.5 - 64,648.8 - 8,081.1)	55.0%

C. OTHER TABLES

TABLE 11

FEMALE STAFF OF THE UNITED NATIONS AND RELATED AGENCIES IN PROFESSIONAL AND HIGHER LEVEL POSTS

(AS AT 31 DECEMBER 1990)

ORGANISATION	ASG AND ABOVE	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL	TOTAL STAFF	PERCENTAGE OF FEMALE STAFF
UNITED NATIONS	2	10	17	121	329	407	236	12	1 134	3 782	29.9
UNDP	1	5	9	50	79	84	148	74	450	1 365	32.9
UNICEF	1	1	6	30	88	111	56	14	289	852	33.9
UNHCR	-	-	3	10	29	31	41	29	143	510	28.0
UNITAR	-	-	-	-	-	1	1	-	2	9	22.2
UNRWA	-	-	1	2	3	2	4	1	13	118	11.0
ITC	-	-	-	1	5	5	4	-	15	72	20.8
ICSC	-	-	-	-	1	1	3	-	5	18	27.8
UNU	-	-	1	-	-	1	-	-	2	25	8.0
ICJ	-	-	-	-	-	1	4	-	5	19	26.3
ILO a/	1	1	7	9	58	64	24	1	165	753	21.9
FAO	-	1	2	22	61	91	85	7	269	1 507	17.9
UNESCO	1	2	9	26	61	82	70	13	264	958	27.6
WHO	-	4	11	53	75	85	30	3	261	1 113	23.5
PAHO	-	-	-	7	14	12	11	12	56	186	30.1
IBRD/IFC b/	-	-	-	-	-	-	-	-	1 081	4 208	25.7
IMF b/	-	-	-	-	-	-	-	-	292	835	35.0
ICAO	-	-	-	1	19	15	21	5	61	318	19.2
UPU	-	-	-	-	3	11	1	-	15	77	19.5
ITU	-	-	1	2	12	11	13	-	39	284	13.7
WMO	-	-	-	1	13	13	2	-	29	139	20.9
IMO	-	-	-	1	10	4	3	2	20	110	18.2
WIPO	-	-	-	1	7	11	3	-	22	118	18.6
IFAD	-	-	-	3	5	7	2	-	17	106	16.0
UNIDO	-	1	1	8	33	28	15	1	87	410	21.2
IAEA	-	-	2	7	21	42	21	4	97	699	13.9
ICITO/GATT	-	-	-	3	17	20	6	-	46	174	26.4
TOTAL	6	25	72	358	923	1 140	804	178	4 879	18 778	26.0

a/ Includes figures of female staff for the International Centre for Advanced Technical and Vocational Training, Turin.

b/ Only the total figures of female staff are given for IBRD/IFC and IMF as their grades differ from those of staff of the organisations applying the United Nations common system of salaries and allowances.

TABLE 12

SEX DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT BY DEPARTMENT OR OFFICE AND BY GRADE

A. PROFESSIONAL AND HIGHER LEVEL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(AS AT 30 JUNE 1991)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
EOSG	-	1	-	2	1	6	1	1	2	3	3	1	3	-	2	1	-	-	12	15	27	44.4
EOEC	-	1	-	1	-	2	-	4	1	3	-	1	-	1	1	-	-	-	2	13	15	13.3
SPA	-	1	-	-	1	1	-	4	-	-	-	3	-	-	-	-	-	-	1	9	10	10.0
DPKO	-	1	-	-	-	2	1	2	2	1	1	4	2	6	3	-	-	-	9	17	26	34.6
DRCI	-	-	-	1	-	2	-	3	1	2	3	4	1	2	1	1	-	-	6	15	21	28.6
OLA	-	1	-	-	-	3	1	6	5	4	5	7	3	8	2	5	-	-	16	34	50	32.0
PSCA	-	1	-	1	-	2	1	10	3	10	6	12	7	9	5	4	1	-	23	49	72	31.9
DDA	-	1	-	-	-	2	-	3	3	5	4	4	1	2	1	-	-	1	9	18	27	33.3
SPQRCDT	-	1	-	-	-	3	-	3	2	6	3	7	3	2	1	1	-	-	9	23	32	28.1
IESA	-	1	-	1	-	4	-	13	6	30	19	25	20	23	14	16	1	-	60	116	176	34.1
TCD	-	1	-	-	1	3	1	11	5	21	13	34	11	10	3	5	-	-	34	85	119	28.6
ECE	-	1	-	-	-	1	1	7	1	13	4	23	5	21	4	14	-	-	15	80	95	15.8
ESCAP	-	1	-	-	1	-	-	11	1	21	6	39	13	24	13	10	1	1	35	107	142	24.6
ECLAC	-	1	-	-	-	1	-	11	-	26	10	32	10	25	1	20	2	2	23	118	141	16.3
ECA	-	1	-	-	-	-	-	13	1	29	9	43	9	48	11	12	1	-	31	146	177	17.5
ESCWA	-	1	-	-	-	1	-	6	1	15	2	25	5	11	3	1	-	1	11	61	72	15.3
REGCOM	-	-	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	1	2	3	33.3
UNCTAD a/	-	1	-	1	-	8	-	20	3	38	8	45	21	40	8	18	-	-	38	169	207	18.4
UNDRO a/	-	1	-	-	-	1	-	3	-	7	1	4	3	3	2	1	-	-	6	20	26	23.1
UNEP a/	-	1	-	2	-	2	-	4	1	4	1	2	1	-	1	-	-	-	4	15	19	21.1
UNHCR a/	-	1	-	1	-	1	-	3	-	8	2	11	2	11	2	4	-	-	8	38	44	13.6
UNCS	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	1	-	-	-	4	4	0.0
CTC	-	-	-	1	-	1	1	2	1	5	2	9	3	2	4	1	-	-	11	21	32	34.4
UNCSTD	-	-	-	-	-	1	-	2	-	2	2	-	1	2	1	1	-	-	4	8	12	33.3
DALOS	-	1	-	-	-	1	-	4	2	2	1	4	3	2	3	2	-	-	9	16	25	36.0
AU	-	1	-	-	-	1	1	2	3	6	1	6	-	2	-	-	-	-	5	18	23	21.7
AMIAD	-	-	-	-	-	1	-	1	-	4	3	8	4	4	2	7	-	-	9	25	34	26.5
AMOPPBF	-	-	-	1	1	4	-	8	5	13	22	12	13	16	7	7	1	-	49	60	108	45.0
AMDHRU	-	-	-	1	2	1	3	5	7	9	11	10	12	9	9	4	-	1	44	40	84	52.4
AMCOS	-	-	-	1	1	2	-	7	-	12	7	16	13	16	11	15	-	-	32	69	101	31.7
MISSION	-	-	-	-	-	2	-	4	-	11	5	5	1	3	-	1	-	-	6	26	32	18.8
CS	-	1	-	-	1	4	5	7	3	5	13	3	27	17	20	7	1	1	70	45	115	60.9
DPI b/	1	-	-	-	-	4	1	12	9	28	20	31	20	31	17	18	-	-	88	124	192	35.4
UNOG	-	1	-	1	-	4	1	7	1	15	8	14	12	22	14	15	-	2	38	81	117	30.8
HR	-	-	-	-	-	-	-	3	-	6	8	5	2	11	5	6	-	-	15	31	46	32.6
UNOV	1	1	-	-	1	3	1	8	2	13	6	25	9	13	12	11	-	-	32	74	106	30.2
WFC	-	-	-	1	-	-	-	2	2	3	-	4	-	1	-	-	-	-	2	11	13	15.4
UNCED	-	1	-	1	-	-	-	1	-	1	1	-	1	-	-	1	-	-	2	5	7	28.6
UNJSPF	-	-	-	-	-	-	-	1	1	3	4	2	8	8	-	2	-	-	11	16	27	40.7
INTORG c/	-	-	-	-	-	-	1	2	-	4	1	-	1	2	-	1	-	-	3	9	12	25.0

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TABLE 12 (CONTINUED)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
SPTASN	-	-	-	-	-	1	-	5	-	1	-	1	-	-	-	-	-	-	-	8	8	0.0
TOTAL	2	25	17	10	75	20	223	75	387	214	483	248	408	182	214	8	9	759	1 841	2 600	29.2

a/ Including liaison offices at other duty stations.
b/ Including information centres.
c/ Including the secretariats of UNJSPF, CCAQ, ICC, ACCIS and JIU.

TABLE 12 (CONTINUED)

B. PROFESSIONAL STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

(AS AT 30 JUNE 1991)

DEPARTMENT OR OFFICE	P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M		
OPGS	2	-	2	-	5	-	-	1	-	-	9	1	10	90.0
PSCA	-	-	-	-	-	1	-	-	-	-	-	1	1	0.0
DDA	-	-	-	-	1	-	-	-	-	-	1	-	1	100.0
SPDRCDT	-	-	-	-	1	-	-	-	-	-	1	-	1	100.0
ECE	-	-	-	-	2	-	-	-	-	-	2	-	2	100.0
ESCAP	-	-	2	5	1	8	2	4	-	-	5	17	22	22.7
ECLAC	-	-	3	-	-	4	2	-	-	-	5	4	9	55.6
ECA	-	-	-	2	1	5	1	2	-	-	2	9	11	18.2
ESCWA	-	1	1	2	1	3	2	-	-	-	4	6	10	40.0
UNCTAD	-	1	-	2	1	-	1	-	-	-	2	3	5	40.0
UNEP	-	-	1	3	-	3	-	-	-	-	1	6	7	14.3
UNCHS	-	-	-	1	1	-	-	1	-	-	1	2	3	33.3
AMOHRM	-	-	-	1	-	-	3	2	-	-	3	3	6	50.0
MISSION	-	-	-	-	1	-	-	-	-	-	1	-	1	100.0
CS	21	66	75	123	66	121	16	34	-	1	177	344	521	34.0
UNOG	11	24	33	71	32	67	3	17	-	-	79	179	258	30.6
UNOV	1	-	3	5	2	6	-	-	-	-	6	11	17	35.3
TOTAL	35	91	120	215	114	218	30	61		1	299	586	885	33.8

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TABLE 12 (CONTINUED)

C. PROFESSIONAL AND HIGHER LEVEL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

(AS AT 30 JUNE 1991)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
ECSS	-	1	-	2	1	6	1	1	2	3	3	1	3	-	2	1	-	-	12	15	27	44.4
DTEC	-	1	-	1	-	2	-	4	1	3	1	1	-	1	-	-	-	-	2	13	15	13.3
SPA	-	1	-	-	1	1	-	4	-	-	-	3	-	-	-	-	-	-	1	9	10	10.0
DPCS	-	1	-	-	-	2	1	2	4	1	3	4	7	6	3	2	-	-	18	18	36	50.0
DRCI	-	-	-	1	-	2	-	3	1	2	3	4	1	2	1	1	-	-	6	15	21	28.6
OLA	-	1	-	-	-	3	1	6	5	4	5	7	3	8	2	5	-	-	16	34	50	32.0
PSCA	-	1	-	1	-	2	1	10	3	10	6	12	7	10	5	4	1	-	23	50	73	31.5
ODA	-	1	-	-	-	2	-	3	3	5	4	4	2	2	1	-	-	1	10	18	28	35.7
SPQRCDT	-	1	-	-	-	3	-	3	2	6	3	7	4	2	1	1	-	-	10	23	33	30.3
IESA	-	1	-	1	-	4	-	13	6	30	19	26	20	23	14	18	1	-	60	118	178	34.1
TCD	-	1	-	-	1	3	1	11	5	21	13	34	11	10	3	5	-	-	34	85	119	28.6
ECE	-	1	-	-	-	1	1	7	1	13	4	23	7	21	4	14	-	-	17	80	97	17.5
ESCAP	-	1	-	-	1	-	-	11	1	21	8	44	14	32	15	14	1	1	40	124	164	24.4
ECLAC	-	1	-	-	-	1	-	11	-	28	13	32	10	29	3	20	2	2	28	122	150	18.7
ECA	-	1	-	-	-	-	-	13	1	29	9	45	10	53	12	14	1	-	33	155	188	17.6
ESCWA	-	1	-	-	-	1	-	6	1	16	3	27	6	14	5	1	-	1	15	67	82	18.3
RESCOM	-	-	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	1	2	3	33.3
UNCTAD a/	-	1	-	1	-	8	-	20	3	39	6	47	22	40	9	18	-	-	40	172	212	18.9
UNDRO a/	-	1	-	-	-	1	-	3	-	7	1	4	3	3	2	1	-	-	8	20	28	28.1
UNEP a/	-	1	-	2	-	2	-	4	1	4	2	5	1	3	1	-	-	-	5	21	26	19.2
UNCHS a/	-	1	-	1	-	1	-	3	-	6	2	12	3	11	2	5	-	-	7	40	47	14.9
UNCS	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	1	-	-	-	4	4	0.0
CTC	-	-	-	1	-	1	1	2	1	5	2	9	3	2	4	1	-	-	11	21	32	34.4
UNCSTD	-	-	-	-	-	1	-	2	-	2	2	-	1	2	1	1	-	-	4	8	12	33.3
OALOS	-	1	-	-	-	1	-	4	2	2	1	4	3	2	3	2	-	-	9	16	25	36.0
AM	-	1	-	-	-	1	1	2	3	6	1	6	-	2	-	-	-	-	5	18	23	21.7
AMIAD	-	-	-	-	-	1	-	1	-	4	3	8	4	4	2	7	-	-	9	25	34	26.5
AMOPPBF	-	-	-	1	1	4	-	8	5	13	22	12	13	15	7	7	1	-	49	60	108	45.0
AMDHRM	-	-	-	1	2	1	3	5	7	9	11	11	12	9	12	6	-	1	47	43	90	52.2
AMOGS	-	-	-	1	1	2	-	7	-	12	7	18	13	18	11	15	-	-	32	69	101	31.7
MISSION	-	-	-	-	-	2	-	4	-	11	5	5	2	3	-	1	-	-	7	26	33	21.2
CS	-	1	-	-	1	4	5	7	24	70	88	126	92	138	36	41	1	2	247	389	636	38.8
DPI b/	1	-	-	-	-	4	1	12	9	28	20	31	20	31	17	18	-	-	68	124	192	35.4
UNOG	-	1	-	1	-	4	1	7	12	39	41	85	44	89	17	32	-	2	115	260	375	30.7
HR	-	-	-	-	-	-	-	3	-	6	8	5	2	11	5	6	-	-	15	31	46	32.6
MFC	-	-	-	1	-	-	-	2	2	3	-	4	-	1	-	-	-	-	2	11	13	15.4
UNCED	-	1	-	1	-	-	-	1	-	1	1	-	1	-	-	1	-	-	2	5	7	28.6
UNUSPF	-	-	-	-	-	-	-	1	1	3	4	2	6	8	-	2	-	-	11	16	27	40.7
INTORG c/	-	-	-	-	-	-	1	2	-	4	1	-	1	2	-	1	-	-	3	9	12	25.0

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TABLE 12 (CONTINUED)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
SPTASN	-	-	-	-	-	1	-	5	-	1	-	1	-	-	-	-	-	-	-	8	8	0.0
TOTAL	2	25	17	10	75	20	223	110	478	334	698	362	626	212	275	8	10	1 056	2 427	3 483	30.4	

a/ Including liaison offices at other duty stations.
b/ Including information centres.
c/ Including the secretariats of UNJSPF, CCAQ, ICC, ACCIS and JIU.

TABLE 12 (CONTINUED)

D. STAFF IN THE GENERAL SERVICE AND OTHER RELATED CATEGORIES

(AS AT 30 JUNE 1991)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS a/				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EOSG	37	88.1	5	11.9	42	-	0.0	-	0.0	-
DIEC	16	94.1	1	5.9	17	-	0.0	-	0.0	-
SPA	10	100.0	-	0.0	10	-	0.0	-	0.0	-
OPGS	31	100.0	-	0.0	31	-	0.0	-	0.0	-
ORCI	18	90.0	2	10.0	20	-	0.0	-	0.0	-
OLA	57	95.0	3	5.0	60	-	0.0	-	0.0	-
PSCA	42	93.3	3	6.7	45	-	0.0	-	0.0	-
DDA	32	78.0	9	22.0	41	-	0.0	-	0.0	-
SPQRCDT	33	97.1	1	2.9	34	-	0.0	-	0.0	-
IESA	116	68.6	53	31.4	169	-	0.0	-	0.0	-
TCD	225	90.4	24	9.6	249	-	0.0	-	0.0	-
ECE	71	79.8	18	20.2	89	-	0.0	-	0.0	-
ESCAP	281	55.1	229	44.9	510	-	0.0	2	100.0	2
ECLAC	263	56.1	206	43.9	469	-	0.0	1	100.0	1
ECA	232	49.6	236	50.4	468	1	33.3	2	66.7	3
ESCWA	97	48.6	111	53.4	208	1	100.0	-	0.0	1
REGCOM	3	100.0	-	0.0	3	-	0.0	-	0.0	-
UNCTAD a/	154	80.6	37	19.4	191	-	0.0	-	0.0	-
UNDRO a/	19	82.6	4	17.4	23	-	0.0	-	0.0	-
UNEP a/	263	65.1	141	34.9	404	1	100.0	-	0.0	1
UNCHS a/	103	56.3	80	43.7	183	-	0.0	-	0.0	-
UNCS	11	17.5	52	82.5	63	-	0.0	1	100.0	1
CTC	34	89.5	4	10.5	38	-	0.0	-	0.0	-
UNCSTD	10	83.3	2	16.7	12	-	0.0	-	0.0	-
OALOS	20	76.9	6	23.1	26	-	0.0	-	0.0	-
AM	36	90.0	4	10.0	40	-	0.0	-	0.0	-
AMIAD	11	78.6	3	21.4	14	-	0.0	-	0.0	-
AMOPPBF	117	70.5	49	29.5	166	-	0.0	-	0.0	-
AMOHRM	132	84.6	24	15.4	156	17	89.5	2	10.5	19
AMOGS	212	49.2	219	50.8	431	8	4.5	170	95.5	178
FS	20	50.0	20	50.0	40	63	10.5	537	89.5	600
MISSION	143	18.3	639	81.7	782	1	100.0	-	0.0	1
CS	387	56.4	299	43.6	686	-	0.0	-	0.0	-
DPI b/	251	61.5	157	38.5	408	3	16.7	15	83.3	18
UNOG	448	47.7	492	52.3	940	25	86.2	4	13.8	29
HR	36	90.0	4	10.0	40	-	0.0	-	0.0	-
UNOV	158	53.7	136	46.3	294	-	0.0	13	100.0	13
WFC	11	78.6	3	21.4	14	-	0.0	-	0.0	-
UNCED	8	100.0	-	0.0	8	-	0.0	-	0.0	-

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TABLE 12 (CONTINUED)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS */				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
UNJSPF	37	58.7	26	41.3	63	-	0.0	-	0.0	-
INTORG c/	19	73.1	7	26.9	26	-	0.0	-	0.0	-
SPTASN	-	0.0	1	100.0	1	-	0.0	-	0.0	-
TOTAL	4 204	55.9	3 310	44.1	7 514	120	13.8	747	86.2	867

*/ Includes Field Service, Security Service, Trades and Crafts Staff, and Public Information Assistants.
a/ Including liaison offices at other duty stations.
b/ Including information centres.
c/ Including the secretariats of UNJSPF, CCAQ, ICC, ACCIS and JIU.

ANNEX II

Groupings of Member States

A. Groupings by major geographical region

AFRICA

Algeria
Angola
Benin
Botswana
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo
Côte d'Ivoire
Djibouti
Egypt
Equatorial Guinea
Ethiopia
Gabon
Gambia
Ghana
Guinea
Guinea-Bissau
Kenya
Lesotho
Liberia
Libyan Arab Jamahiriya
Madagascar
Malawi
Mali
Mauritania
Mauritius
Morocco
Mozambique
Namibia
Niger
Nigeria
Rwanda
Sao Tome and Principe
Senegal
Seychelles
Sierra Leone
Somalia
South Africa
Sudan
Swaziland
Togo
Tunisia
Uganda
United Republic of Tanzania
Zaire
Zambia
Zimbabwe

ASIA AND THE PACIFIC

Australia
Bangladesh
Bhutan
Brunei Darussalam
Cambodia
China
Fiji
India
Indonesia
Japan
Lao People's Democratic Republic
Malaysia
Maldives
Mongolia
Myanmar
Nepal
New Zealand
Pakistan
Papua New Guinea
Philippines
Samoa
Singapore
Solomon Islands
Sri Lanka
Thailand
Vanuatu
Viet Nam

EUROPE (Eastern)

Albania
Bulgaria
Byelorussian SSR
Czechoslovakia
Hungary
Poland
Romania
Ukrainian SSR
Union of Soviet Socialist Republics
Yugoslavia

EUROPE (Western)

Austria
Belgium
Denmark
Finland
France
Germany
Greece
Iceland
Ireland
Italy
Luxembourg
Liechtenstein
Malta
Netherlands
Norway
Portugal
Spain
Sweden
United Kingdom

LATIN AMERICA

Argentina
Bolivia
Brazil
Chile
Colombia
Costa Rica
Cuba
Dominican Republic
Ecuador
El Salvador
Guatemala
Haiti
Honduras
Mexico
Nicaragua
Panama
Paraguay
Peru
Suriname
Uruguay
Venezuela

MIDDLE EAST

Afghanistan
Bahrain
Cyprus
Iran, Islamic Republic of
Iraq
Israel
Jordan
Kuwait
Lebanon
Oman
Qatar
Saudi Arabia
Syrian Arab Republic
Turkey
United Arab Emirates
Yemen

NORTH AMERICA AND THE CARIBBEAN

Antigua and Barbuda
Bahamas
Barbados
Belize
Canada
Dominica
Grenada
Guyana
Jamaica
Saint Kitts and Nevis
Saint Lucia
Saint Vincent and the Grenadines
Trinidad and Tobago
United States of America

OTHERS

Palestine
Republic of Korea
Switzerland
Stateless

B. Developing and other countries

1. Developing countries

All countries in Africa; all countries in Asia and the Pacific except Australia, Japan and New Zealand; all countries in Latin America and the Caribbean, all countries in the Middle East except Cyprus and Turkey; and Yugoslavia.

2. Other countries

All countries in Eastern and Western Europe except Yugoslavia; Canada, United States of America; Australia, Japan, New Zealand; Cyprus and Turkey.